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State

UNITED STATES DEPARTMENT OF STATE JANUARY 1996

STRAIGHT TALK



FROM THE UNDER SECRETARY

U.S. DEPARTMENT OF STATE
MAY 1996



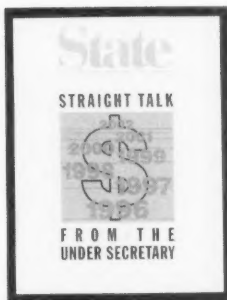
L E T T E R S

STATE (ISSN 0278-1859) (formerly the Department of State Newsletter) is published by the U.S. Department of State to acquaint its employees, at home and abroad, with developments that may affect operations or personnel. There are 11 monthly issues (no issue in September).

Deadline for submitting material is in the first week of each month for the issue dated the following month. Contributions (consisting of general information, feature articles, poems, photographs, drawings) are welcome. *Double-space*, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Send contributions (anonymous submissions will not be published) to STATE magazine, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Telephone: (703) 516-1667. Fax: (703) 812-2475. Contributions may also be dropped off in Room 3811 Main State.

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Editor Sanford (Whitey) Watzman
Deputy editor Barbara Quirk
Staff assistant Kim Banks □



How would a balanced budget affect the Department over the next seven years? Under secretary for management Richard M. Moose looks ahead. Story on Page 2.

'Tip of the hat'

SEQUIM, WASH.

DEAR EDITOR:

My congratulations to Anne Patchell and others for the "Post of the Month: Lilongwe" feature in the September/October issue. If "a picture is better than 1,000 words," Lilongwe wrote a book in a few pages of STATE—outstanding photography and everything from people to nature to the local scene.

I was not surprised, having had the pleasure of working briefly with Ms. Patchell in Jakarta, but I do believe STATE's pictorial portrayal of Lilongwe deserves a special tip of the hat.

Sincerely,
FRANK D. DURFEY □

On promotions

WASHINGTON

DEAR EDITOR:

While Stephanie Kinney (Letters, November) is certainly entitled to her opinion on the issue of RIFs (reductions in force) and furloughs, her assertions about "specialist" promotions into the Senior Foreign Service cannot stand without comment.

She is correct that a number of promotions into the Senior Foreign Service (as well as several promotions from FE-OC to FE-MC) went to medical, information management and security personnel. However, what she fails to note is that these individuals were not in competition against "generalists." They competed against their peers for senior vacancies in their own fields. Having chaired the Senior Threshold Board for "specialists" and having had the honor to work with

many of these professionals, I can find no rational reason to object to their inclusion on any promotion list.

No matter what the numbers may be among the "generalists," our "specialist" colleagues deserve to earn promotions in direct proportion to available opportunities at the next-higher grade level.

Sincerely,
PATRICK F. KENNEDY
Assistant secretary for administration □

Words omitted

ANDERSON, S.C.

DEAR EDITOR:

Thank you for printing my letter in the September/October issue. I suppose the length of my letter required the extensive amount of editing to fit it into your publication. I realize that, for many reasons, you have the option to edit letters, but I thought that the performance of my Vietnamese employees during this eventful period deserved recognition as well. Without their expertise and dedication under fire, General Westmoreland's phone call to the Pentagon might never have been successful.

In the second paragraph of my printed letter there is an omission that causes the reader to become confused. It reads: "I accepted as my patriotic duty ..." The words "this assignment" were omitted. It should read: "I accepted this assignment as my patriotic duty ..."

Sincerely,
GORDON J. BRUEGL □

—(Continued on Page 55)

State

NO. 395

UNITED STATES DEPARTMENT OF STATE

JANUARY 1996



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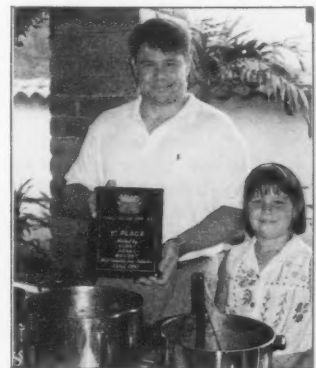
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DEPARTMENT OPERATIONS

On RIFs: read all about them here; Moose assesses the impact on State of a U.S. balanced budget

Following is the text of an extemporaneous interview given to STATE magazine by Richard Moose, the Department's under secretary for management, before the second furlough. He was questioned by editor Sanford Watzman.

Q—Mr. Moose, at this point in time, we'd need a fortune-teller to find out what our appropriation is going to be from Congress for this fiscal year. But I'd like to go beyond that, anyway. We now have an agreement in principle between the White House and Congress that we'll arrive at a balanced budget in the year 2002. If this holds up, what sort of impact will that have on State Department operations over these next seven years?

A—It will have this sort of impact: we're going to have to make cuts that are steeper, and we'll have to do this earlier.

Q—Do you see us reaching a plateau during the seven years, or are we looking at a steady descent?

A—We need to reach a plateau, and if we adjust to what the President and O.M.B. (his Office of Management and Budget) ask of us, we'll get to that number.

Q—Happily?

A—No. I want to emphasize that Secretary Christopher believes we need more funding, not less. We have worldwide responsibilities that must be carried out. So we don't intend to just let things happen to us; there's going to be a struggle. Foreign affairs actually requires a larger allocation than it's been receiving.

Q—We've been getting a little more than 1% of the national budget—1.3%, I believe. Will we be able to maintain that?

A—We have to maintain that. We actually need to increase it. Just to cite one example, how can we keep accomplishing what we've been doing in the former Yugoslavia and at the same time



'... Prudent management requires that we plan to accomplish our mission in a restructured form ...'

pursue our efforts on behalf of the new independent states of the former Soviet Union? Everyone agrees that both things need doing—and we simply have to have the money to do all that.

Q—O.K., but if you were a bookmaker, what odds would you give on being able to retain the 1.3%?

A—I think that in a couple, three years from now, we'll be getting what we need. Right now, we're coming off the end of the cold war, and I believe there's been an overreaction to that at the expense of the foreign affairs budget. But

we'll be seeing a maturing congressional attitude on this point. So I think this will turn around.

Q—Are you sure of that?

A—There's no guarantee of it. That being so, prudent management requires that we plan to accomplish our mission in a restructured form.

Q—Well, historically, salaries account for more than half of what the State Department spends. As the budget shrinks, if it does, are we going to be able to continue to allocate that proportion to payroll?

A—We will, unless we make a conscious decision to adjust that ratio. We need to look at the ratio. Already, our employees don't have the support they require in terms of information technology, housing, motor vehicles, furniture—you name it.

Q—Let me ask you point-blank: are RIFs (reductions in force) coming?

A—We're already meeting the N.P.R. (National Performance Review) guidelines for reductions in personnel. But the figures we're looking at now will require us to go below those levels. We're embarking on a series of steps right now that will require us to live with lower budgets. And we want to do that in the most humane manner possible. For example, we're studying how we can redirect people, whose current positions may be abolished, to perform tasks now being done by contractors. In some skill codes, we still have a deficit, which means that we want to be able to move people around while retraining them. By retraining, we hope to cushion the impact of personnel reductions.

Q—You said last June in Frankfurt, at a chiefs-of-mission meeting: "The bottom line is that staff reductions are staring us in the face." That's still true, is it?

A—Let me point out that the workforce has already gone down by 1,900 Americans and Foreign Service nationals. This will continue at a probably somewhat greater rate in the out years. So there's no escaping that there'll be a smaller Foreign Service and a smaller Department. But I hope that it will also be better equipped and better trained.

Q—That 1,900 was achieved through attrition and buyouts, right?

A—That's right.

Q—How's attrition been going?

A—We brought forward some of it with the buyouts. I don't know whether Congress will give us another buyout. I sometimes feel we've run one buyout too many—we've lost a lot of valuable people. And in the Foreign Service, we're losing people to time-in-class because promotions are restricted.

Q—So there's certain to be RIFs over the next seven years?

A—It's possible we may be able to avoid them. In my own thinking, I haven't quite yet passed the point where I can say that RIFs are more likely than not. But this much is true: they're more likely now

with this balanced-budget agreement. And I'm less confident now than before that we can avoid RIFs.

Q—When might they be coming?

A—First we have to go through a whole series of steps. And I still have my instructions from Secretary Christopher: "Do everything possible to avoid RIFs." And I am certainly going to carry out those instructions and do everything possible. We're still fighting for higher budget



'... The workforce has already gone down by 1,900 ...'

numbers, and we also want to see how well we can proceed with having contractors replaced by employees.

Q—Still, you were speaking about prudent management. And I take it that that means, too, that you have to plan for RIFs.

A—Sure, prudent management requires us to focus intensively on the workforce question and to do some strategic planning. We have to arrive at some concept of what we want to see the Department look like in the year 2002. Then we'll see how many people and what sort of people we're going to need.

Q—We know too well how employees feel about RIFs—the morale factor and so forth. But I've heard it said

(State Department photos by Shawn Moore)

in the Government that agency managers also dread RIFs. What makes this so undesirable from management's point of view?

A—It's the human component that's so distressing to all of us. We have a dedicated and highly-motivated workforce. It always does its best in the face of real danger and considerable discomfort, and so there's a sense of contract there that's being violated. The prospect of RIFs is distressing—very distressing. These are human beings whom we know, we like, we work with.

Q—So you do have RIF plans in place?

A—Not plans. Procedures.

Q—What procedures?

A—Procedures on how we would proceed. On the Foreign Service side, we've been discussing these procedures with Afsa (the American Foreign Service Association), though they're not in a legal sense negotiable. On the Civil Service side, the procedures are well-known and straightforward.

Q—If worse comes to worse, would there be RIFs in both the Foreign Service and the Civil Service?

A—In both, undoubtedly.

Q—In one more than the other?

A—It's impossible to say that. I don't know. First we have to determine which categories of persons at which levels are in surplus. I just can't imagine that we'd make a deliberate decision of one service over the other. It'll be more a function of what skills we'd need and at what level.

Q—Have those calculations been made?

A—No. We haven't established a RIF register, as has been done at one or two of the other foreign affairs agencies.

Q—My last questions about RIFs: would they come more so in the field rather than at headquarters, or vice versa?

A—Again, that's not necessarily how we would frame a decision. But I will say that, in managing the budget, my strategy has been to protect the field by drawing down the Washington support structure. Still, you can only go so far in doing that.

Q—Let me ask you now about post closings. You've announced a dozen for this fiscal year, with Stuttgart a possible 13th. Are there more coming?

A—Undoubtedly we'll close more. Also we're going to see the creation of many small posts—micro-embassies. I'm

Post closings are announced

After consultations with Congress, the Department has decided to close these 12 posts by September 30: Lubumbashi, Malabo, Victoria, Porto Alegre, Brisbane, Cebu, Medan, Udorn, Bilbao, Bordeaux, Poznan and Zurich.

The Senate has asked that Stuttgart not be closed until after the celebrations this year marking the 200th anniversary of American/Baden Wuerttemberg friendship, and the Department has agreed. □

talking about a post with just one or two people, a laptop and a classified telephone.

Q—You mean, then, that you intend to leave most embassies in place, but with less staffing?

A—Yes. Secretary Christopher wants us to try to maintain the principle of universality, or at least near-universality. So we'll be closing more consulates than embassies.

Q—Will there be another list of closings next year?

A—I would say that, by the end of this fiscal year (next September 30), we'll have another list—but not necessarily as long. Again, that depends on our budget.

Q—Back to the budget then. Let me ask you now whether a smaller budget is going to impinge on Secretary Christopher's goal of also improving the quality of life and the work environment of Department employees.

A—Obviously, a smaller budget would make this more difficult.

Q—Would you have to scrap those plans then?

A—No. I think we might have to accord them an even higher priority. For example, in the foreign buildings area I don't think we're going to see any more new embassies under construction, with the possible exceptions of Ottawa and Berlin. Instead, we're going to be giving more attention to staff housing. There'll be a higher priority there. We want to take the hassle out of Foreign Service life. We've been re-engineering the transfer process so that changing posts will be less of an harassing experience. So I think these things are going to be a contribution

to the quality of life. A larger proportion of funds will go to improve staff housing rather than to new offices.

Q—There are people on the outside who say the Foreign Service lives well enough already, with servants and all.

A—That's a misconception that some people have had for a long time. What they're talking about is almost a thing of the past. What these people don't see are the places where Foreign Service people live where they're not living like a normal family. Places where they have to have help just to find food—like in the new independent states. Places where they have to wash their fruits and vegetables. Where they don't have the household labor-saving devices that are part of middle-class life in the United States.

Q—What return do you expect from an investment in the quality of life?

A—I hope we will get a happier and more productive workforce. And a safer one.

Q—On Capitol Hill, Secretary Christopher has been emphasizing the need for investing in information systems. Over these next seven years, do you think you'll still be able to do that?

A—Yes. That is our highest investment priority.

Q—Are you optimistic about this?

A—You mean about having the money to do it?

Q—Yes.

A—I'm not optimistic about getting as much as we really need, but I am optimistic about being able to make considerable progress. We already have. As a result of S.M.I. (the Department's Strategic Management Initiative), we now have 97% of our employees with access to unclassified E-mail.

Q—So even with a worst-case scenario, you expect considerable improvements?

A—Yes, absolutely. Our objective now is to provide personal computers for everyone who needs one, and to provide office applications that will enhance the work of the offices. Our goal is to begin in fiscal year 1999 to deploy a State message system that will be compatible with the Defense message system. This will give us worldwide desktop-to-desktop, classified and unclassified, communications, handling both record traffic and E-mail.

Q—Speaking of S.M.I., you said at that meeting in June that it's come up with "lots of things we should do but with almost nothing that we should stop doing." Does this represent a failure of the S.M.I.?



'... I don't think we're going to see any more new embassies under construction ...'

A—No, it's just an area where I wish we could have gone further. We still need to focus more tightly on our core functions.

Q—That's still an objective?

A—Yes, we have to stop doing some things, and we have to do other things more efficiently. But S.M.I. is continuing to produce results for information technology. And it's brought an end to a lot of reporting that we'd otherwise be continuing to do without S.M.I.

Q—Getting back to that seven-year timeframe, what will the average embassy look like in the year 2002?

A—Many of them will be smaller. They'll have more information technology. And I hope that the personnel will be more diverse in terms of both gender and race.

Q—Why?

A—Because I think a strong Foreign Service is one that is more representative of America. And let me add that embassy functions will be centered around more tightly-focused goals and objectives.

Q—What about all those Inman chanceries you have overseas?

A—I wish I knew. Some of them would make very good central banks or ministries of defense.

Q—You're not suggesting you'll try to get rid of them?

A—Oh no. I'm just saying that, apart from their having cost so much money to build, they're enormously expensive to operate. I don't know how I'm going to pay for running them, but I'm not going to move out of them. We can't—Congress isn't going to give us the money. But they will have smaller staffs—yes.

Q—In other words, you're stuck with them?

A—That's right. We didn't build them in the first place with an eye toward efficient operation but rather to take care of our security concerns. And then we were supposed to get the money to operate them. But I should add that we're making progress with our energy conservation program. These buildings weren't built to be energy-efficient, you know.

Q—What about the people of the State Department, Civil Service and Foreign Service. What sort of people will we have in place seven years from now?

A—People who are more flexible, who'll be able to cover a greater variety of matters. Foreign Service officers will be less specialized. Where we need

Moose, in switch, queries the editor

When editor Sanford Watzman concluded his interview with Richard Moose, under secretary for management, the under secretary turned the tables and interviewed the editor, asking Mr. Watzman for his reflections after 19 years in the Department. Following are excerpts from a couple of his replies:

—“One of the great strengths others ascribe to us is our knowledge of the processes of other governments. But one problem I've seen with the Foreign Service is that some officers really don't know America that well and how it works. That's why the Pearson Program is a great one. It gets our people out into other areas of the United States. I wish there were money to get more employees out into the country in an unstructured way. They get a distorted view from inside the Beltway.”

—“An admirable thing we have, though, is the loyalty of our people to the elected Presidents of the United States and their policies. There have been a few officers who resigned because they dis-

specialist skills, we won't necessarily try to fill them out of the career Foreign Service. I'm thinking particularly about scientific skills. Also, we'll have more excursion tours, more details from other agencies.

Q—Will State employees need a greater degree of computer literacy?

A—Yes. We ought to require that as an entry skill.

Q—Will you?

A—I've been talking about that, exploring that.

Q—Summing up, I think I'll have to say that you sound more optimistic than I'd expected, in view of what's been going on elsewhere in Washington.

A—I'm optimistic over the longer term.

Q—Why?

A—Because we have a very intelligent and highly-motivated workforce. Right now we're in the midst of a very confusing time of change. But the institution can transform itself into one that's prepared to continue to provide foreign policy leadership into the next century.



The editor with the under secretary.

agreed with a policy, but for the most part they stay and carry it out. This is typical of the military and it's just as important that diplomats do so. This is darn impressive.” □

Q—Is there any other point you'd like to make?

A—Yes. I hope that we'll be able to develop a vision of the Department of the future, and to adapt our workforce to that vision. I'd like to see restored to the Department of State that high sense of purpose and pride for which it's always been noted. So the sooner we sort out where we're going, the quicker we'll be able to do that. And I think that sorting-out will be best done by the men and women of the Department itself. I'd rather they do it than that it be done elsewhere in this town.

Q—When you say elsewhere, do you mean in the Office of Management and Budget and in Congress?

A—Yes, there and in Congress and also in ... well, I'll just leave it at that.

Q—Thanks for the interview. I think the readers of the magazine are going to find it very helpful.

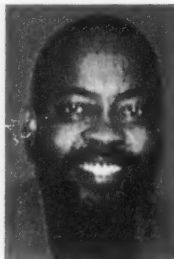
A—And thanks for the opportunity this has given me to answer some of the questions that I know are on everyone's mind. ■

NEWS H I G H L I G H T S

Lang re-elected to head Open Forum; Harris is vice chairman



Mr. Lang



Mr. Harris

Alan Lang has won a new term as chairman of the Secretary's Open Forum, and Kenneth J. Harris has been elected vice chairman. Those seeking to become active on forum working groups are encouraged to contact:

John K. Bauman and Carol Lee Hamrin, U.S.-China relations, Extensions 72265 and 73981, respectively; Jennifer Douglas, conflict resolution, civil society and democracy, 79660; Richard L. Greene, public administration and management, 77490; V.L. Elliott, international security studies, 77016; Charles Hughes, lecture series planning committee, 75467; Hiram G. Larew, science and technology policy, 77065; and former ambassador Robert Sayre, international economics. □

Study indicates that State has problem with sex harassment

A report published by the U.S. Merit Systems Protection Board asserts that half the women responding to a questionnaire at State reported in 1994 that they had experienced sexual harassment. For men, the figure was 29%.

The Department of Transportation (51%), the Navy (50%), the Air Force (49%) and the Department of Justice (49%), all within one percentage point

vis-a-vis State, were the other agencies with the worst reported records regarding women.

As to men, the reported percentage at State was the highest among all the agencies, with the Veterans Administration coming in second at 27%.

Deidre Davis, State's deputy assistant secretary for equal employment opportunity and civil rights, commented: "During fiscal year 1995, three sexual harassment complaints were filed with my office. The fact that there are many individuals who feel aggrieved, yet they do not seek redress, is alarming. Individuals should never hesitate to bring offensive and discriminatory behavior to our attention.

"During this fiscal year, my office will be conducting equal employment opportunity and affirmative action briefings for all bureaus, and will strongly convey the message that the discrimination and harassment of any kind will not be tolerated."

The merit systems board report, to the President and Congress, is entitled "Sexual Harassment in the Federal Workplace: Trends, Progress, Continuing Challenges." □

Milam tapped for Monrovia

Secretary Christopher has designated William B. Milam, a former ambassador to Bangladesh, as chief of mission in Monrovia. Mr. Milam served as U.S.



Mr. Milam

special negotiator for environmental and scientific affairs until recently. He now succeeds William P. Twaddell. Mr. Milam joined the Foreign Service in 1962 and became vice consul in Martinique. After an assignment as assistant economic officer in Monrovia, he served as economic officer and desk officer for Mali, 1967-69. He pursued economic studies at the University of Michigan before becoming a financial economist in the Office of Monetary Affairs in 1970. He held a similar position in London, 1973-75.

Mr. Milam returned to Washington in 1975 as an international economist in the Office of Fuels and Energy. He was named deputy director of the Office of Monetary Affairs in 1977, and later served as director, 1980-83. In the latter year he was appointed deputy chief of mission in Yaounde. He was deputy assistant secretary for international finance and development, 1985-90. He served as U.S. envoy in Dhaka, 1990-93.

Mr. Milam was born in Bisbee, Ariz., on July 24, 1936. He earned a bachelor's from Stanford and a master's from Michigan. His foreign language is French. He holds the John Clement Dunn Award, the Superior Honor Award, the Presidential Meritorious Service Award and the Presidential Award for Outstanding Service. □

Expand training for Civil Service in 5 bureaus

After submitting competitive proposals, five bureaus have been selected to provide expanded training opportunities for their Civil Service employees. The winners were announced by Richard Moose, under secretary for management, responding to a recommendation from his Civil Service Advisory Committee.

The Bureau of Public Affairs proposes to send three employees involved in public outreach on a sequence of three 4-month-long specialty-related details.

The Bureau of Consular Affairs will hire a temporary employee for the passport systems staff to permit a permanent employee to serve as a roving systems administrator, covering domestic passport agencies while their system administrators receive advanced training.

The Foreign Service Institute will establish a committee to solicit and identify information resource management professional candidates for training courses ranging from two weeks to three months. A professional in that field will serve progressively as the replacement for each of the candidates selected for training.

The Bureau of African Affairs proposes to cross-train two of its management assistants who are doing personnel work by sending them on four-to-six-month details to the Staffing Division of the Office of Civil Service Personnel

Management, Bureau of Personnel. At the end of the year, that office will send two staffing technicians to African Affairs for a month to learn bureau processes.

Oceans and International Environmental and Scientific Affairs will develop a public affairs strategy for its numerous environmental and scientific endeavors by detailing a Civil Service employee to a public relations firm and to a nongovernment organization. This will be augmented by a detail to the Bureau of Public Affairs' Office of Public Liaison in a three-month exchange with that bureau.

Twelve bureaus submitted a total of 24 proposals for consideration.

A Department Notice said: "While there were many worthy proposals, the winning ones were particularly creative, offered developmental or training opportunities for several employees through their 'cascading' effect, and furthered the Department's Strategic Management Initiative objectives." □

State signs agreement on missing children



At the signing ceremony, from left: Leslie Rowe, director, Office of Children's Issues; Shay Bilchik, Justice Department; John Rabun, National Center for Missing and Exploited Children.

The consular bureau's Office of Children's Issues has signed an agreement with the Department of Justice and the National Center for Missing and Exploited Children which will divert part of the office's workload to the center, enabling staffers to devote more attention to cases of children who are abducted from the United States and taken to other countries.

Under the agreement, the center will

To our readers: we're changing and we need your help

Here at STATE, as elsewhere in the Department, the magazine is in the process of "re-inventing" its operations (see survey on Page 29.) As part of that change, the magazine is converting to desktop publishing over the next several months. Starting January 2, the editor will give priority to submissions sent on discs. (This includes 3½" or 5¼" IBM-compatible discs in Microsoft, WordPerfect or Wang formats.) The use of discs will streamline production of the magazine and save the Department several thousand dollars annually.

Articles may also be sent as E-mail attachments through the unclassified E-mail system, to the deputy editor, Barbara Quirk.

All articles (in either disc or E-mail format) should be double-spaced and free of acronyms (spell out office names and all other words). The editor prefers articles with a first-person, anecdotal approach, describing writers' personal reactions to events they have witnessed or experienced, particularly as it relates to life in the Foreign Service or Civil Service. The editor welcomes submissions from employees, retirees and families.

If you have questions, call Ms. Quirk, (703) 516-1669. □

process the cases of children brought to the United States from 42 countries that are parties to The Hague convention on international child abduction. The center's efforts will be funded by the Department of Justice. □

State pushes its Bosnia message

The Bureau of Public Affairs reported it "went into high gear to get the message out on Bosnia" via radio, television, newspapers and, for the first time, Internet cyberspace.

Building on the success of the Dayton peace talks and the President's

November 27 address, the bureau said it arranged more than 115 interviews with Department experts in 33 states and Washington, and with regional and national radio affiliates and regional newspapers.

"Our emphasis on talk/news/call-in formats has paid off in obtaining sizeable blocks of air time to inform Americans about U.S. foreign policy objectives and address areas of disagreement," the bureau said. Appearances have also been arranged on seven nationally syndicated programs, plus Knight-Ridder (26 papers) and Gannett News Service interviews (50 papers).

Deputy spokesman Glyn Davies broke new ground by conducting a cyberspace interview on CompuServe's "CNN Forum." The Department also led the administration in creating the first World Wide Web feature section on "U.S. Policy on Bosnia," giving access to the full text of the Dayton peace agreement, plus relevant testimony, speeches, briefings and fact sheets to news organizations, researchers and computer buffs around the world.

The Department's home page address is: <http://dosfan.lib.uic.edu/dosfan.html> □

Russel wins Cox sabbatical leave

Daniel Richard Russel has been awarded the 37th Una Chapman Cox Sabbatical Leave Fellowship, for the 1996-97 academic year.



Mr. Russel

Recipients of the award are permitted a one-year sabbatical leave with pay, during which they receive a \$28,000 stipend from the Una Chapman Cox Foundation.

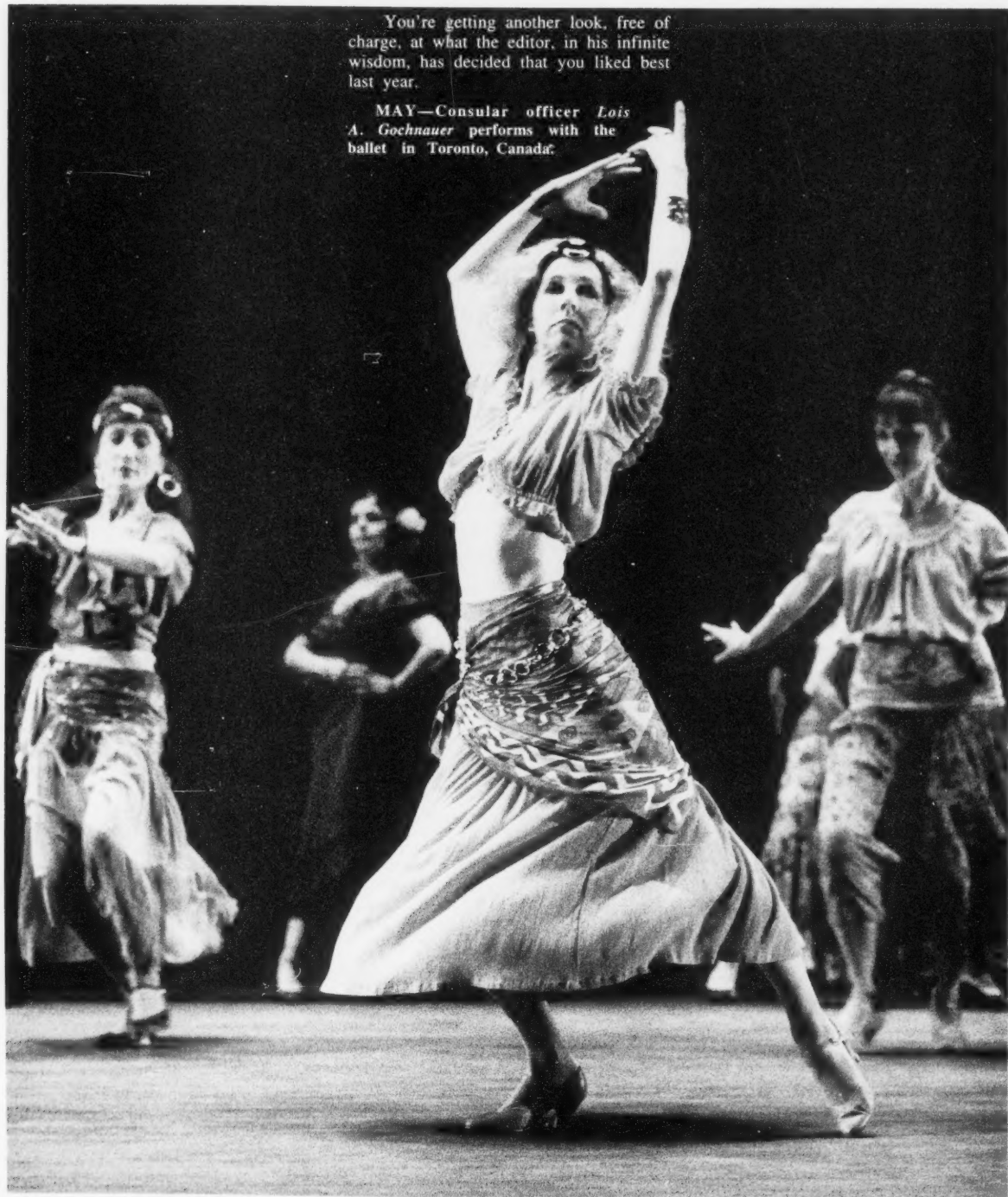
Mr. Russel, an FS-02 currently assigned to the Office of the Under Secretary for Political Affairs, plans to research and write about isolationism in America, and develop a series of articles designed to relay the underlying connection of America with the rest of the world. He was one of 31

—(Continued on Page 18)

BEST PHOTOS OF 1995

You're getting another look, free of charge, at what the editor, in his infinite wisdom, has decided that you liked best last year.

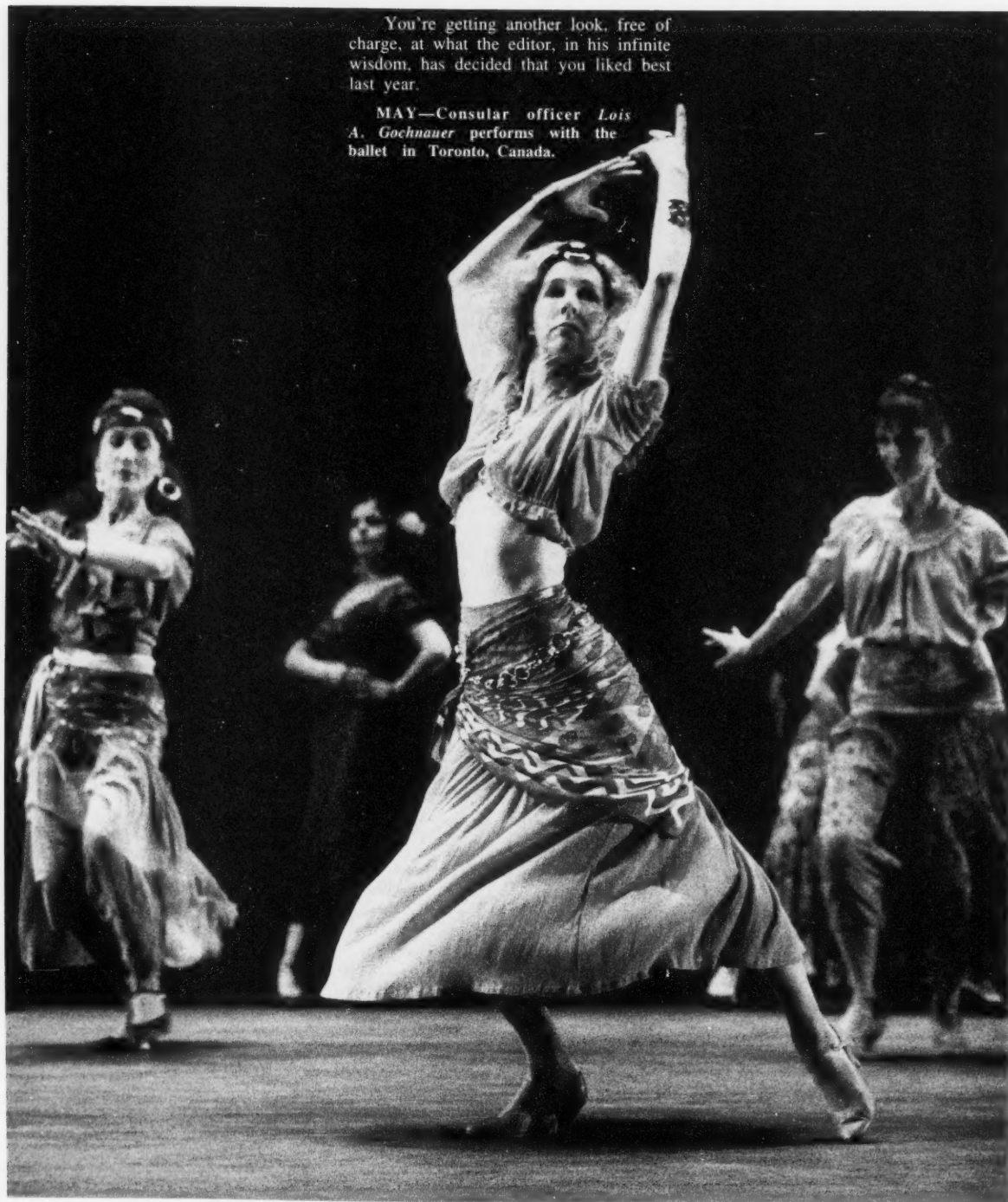
MAY—Consular officer *Lois A. Gohnauer* performs with the ballet in Toronto, Canada.



BEST PHOTOS OF 1995

You're getting another look, free of charge, at what the editor, in his infinite wisdom, has decided that you liked best last year.

MAY—Consular officer *Lois A. Gochbauer* performs with the ballet in Toronto, Canada.





NOVEMBER—In Cape Town, South Africa, information systems officer *Al Schrock* pedals away in a 65-mile race.



JANUARY—A street musician in Warsaw, Poland. (Photo by *Dennis R. McCann*)



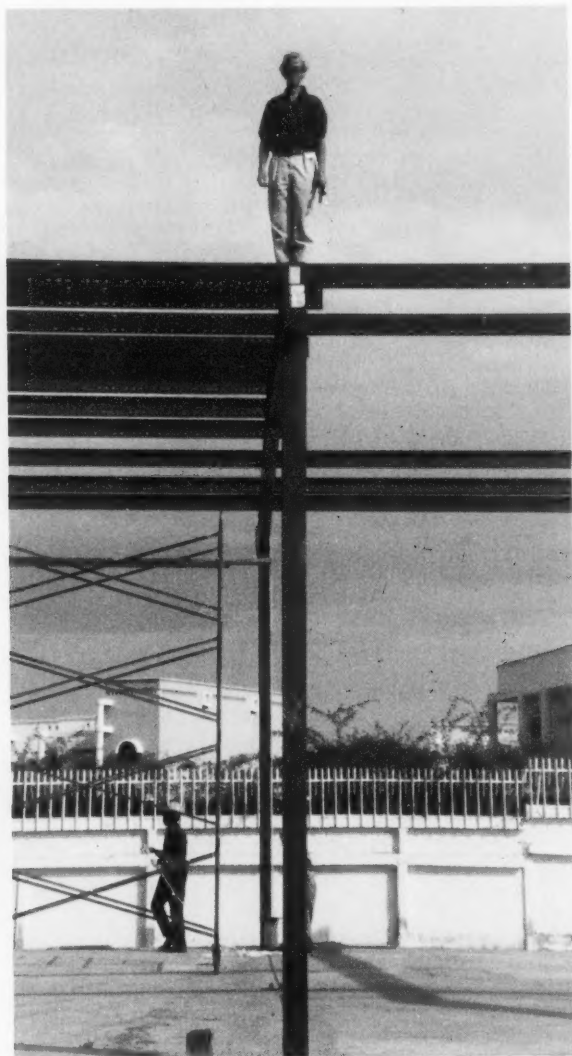
DECEMBER—*Mark Jackson* in Lagos.



SEPTEMBER/OCTOBER—At Sarah's Circle, an organization that helps the elderly, *Alfonso Braxton* and neighbor *Davina Boley* appear in a Combined Federal Campaign photo. (State Department photo by *Shawn Moore*)



SEPTEMBER/OCTOBER—At the Easter Seal Society, teacher *Janelle Green* and *Randy Fullard* appear in a Combined Federal Campaign photo. (State Department photo by *Shawn Moore*)



DECEMBER—*Chris Hegstrom*, facilities maintenance officer, on top of prefab building he helped construct in Nouakchott, Mauritania. ■

THE DAY THE MIKES WENT DEAD

The Day the Mikes Went Dead

BY ROBERT G. MORRIS

The author, retired since 1992 after 18 years in the Foreign Service, divides his time between Iowa and Oregon.

AT MY SECOND international meeting as a new 46-year-old Foreign Service officer, a crisis scared the daylight out of both the Algerian cochairman and me. My colleague, Don Bramante—calculatedly—slammed down all his papers on the table and, in a grand huff, stormed out of the meeting room. Terrified, I gathered up my papers, too, and slunk out in his wake. (This was before Don became deputy chief of mission in Port-of-Spain. He is now retired.)

Then there was a second crisis. It left all the delegates speechless (read on).

It was 1975, and we were in the International Conference Center in Paris. Algeria and 18 other developing countries were meeting with eight developed nations at the Conference on International Economic Cooperation.

Don and I were the only U.S. delegates in the hall when he magnificently threw down all his stuff and left with me trailing after. We were alone for the succeeding crisis as well.

I had started at the State Department a year earlier. Before that I had been a solid state physicist, which made me exotic in the Foreign Service if not suspect. I was supposed to blend diplomatic objectivity with the subjectivity of science. I never knew

in advance what blend I was going to need, much less whether I could achieve it. One of my Paris suitcases was full of clothes and the other full of books, documents and equipment. Besides all my briefing papers, I had with me in Paris some old physics texts, my slide rule, a new electronic calculator and my Swiss army knife.

The second crisis came later as I sat at the table in the conference center trying to guess how next I might be called on to blend science and diplomacy. Suddenly, the public address system emitted a few loud pops, a hum and, finally, an ear-splitting whine of feedback—before going dead. Quite dead.

No one was at the controls; the union technician had departed for lunch promptly at noon, perhaps a little before. The European Community microphone no longer responded. Its delegate looked like a fish as he continued to mouth inaudible sounds. India magnanimously but reluctantly relinquished its right to speak in the immediate future by passing over its own microphone; it was also dead. India grabbed it back.

The Algerian cochairman shouted that there would necessarily be a short recess. Delegates grumbled: those who heard him, because of the delay; those who didn't, because they couldn't understand him.

Brilliant generalists from two

score countries stood up and milled around aimlessly, deprived of speech—their sharpest tool. Academic degrees from Harvard, the Sorbonne, Buenos Aires, Madrid, Stockholm, Cairo and Moscow were, alas, of no avail.

After 10 minutes, neither the operator nor a repairman had appeared. The conference interpreters had all left their booths and were standing around the lobby, smoking unfiltered Gauloises for \$40 an hour. French secretariat members rushed to and fro without obvious result. When no one else seemed ready to do anything, I whispered to Don: "Do you think they would mind if I just took a look at it?"

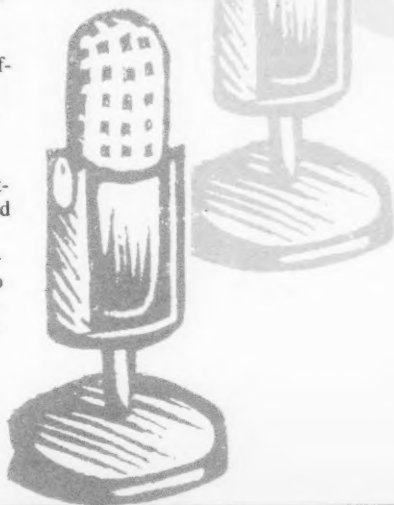
I saw a lot of frayed cables behind the console, but they all seemed to be working. I tightened a screw against the shielding on one of the microphone feeds. But that didn't help any, as I expected, since *all* the mikes were out, not just one. Then a check of the loudspeaker wires showed that one was loose in its plug. The loudspeakers emitted a noise like ripping canvas when I touched it. I turned down the volume and tightened the wire with my Swiss army knife. When I turned the volume back up, the system worked perfectly. I went back to the U.S. seats; the European Community delegate finished his talk; the representative of Zaire went back to sleep.

I was embarrassed when the news filtered back to Robert Gelbard, also a member of the delegation (now assistant secretary for international narcotics and law enforcement affairs). Don must have told him, even though I had never betrayed Don's diplomatic fit.

Bob Gelbard fashioned the information into his own maxim, in perfect keeping with the historical significance of the occasion: "What every U.S. delegation to an international conference needs is its own solid-state physicist." ■



Mr. Morris



HONORS & AWARDS

Lima's Rizzo is named top nurse practitioner

Joanne Rizzo of Embassy Lima has been named the 1995 Foreign Service nurse practitioner of the year. She will receive \$2,000 and a certificate signed by Dr. Elmore Rigamer, director of medical services.

There were four other nominees: Susan Houck, Tel Aviv; Anne Saloom, Conakry; Donna Schloss, Antananarivo; and Cheryl Wagner, Ankara.

An award panel was chaired by Lawrence Biro, health systems administrator. Members were Kumiko Cross, director of Foreign Service nurses; Gary Alexander, deputy executive director, Near Eastern and South Asian Affairs; and Nancy Serpa, deputy executive director, African Affairs.

Ms. Rizzo was nominated by Alphonse Lopez, administrative counselor in Lima, and Virginia Foley, a former mental health coordinator at the post. Their nomination said: "Lima is an unhealthy post. Cholera and hepatitis are prevalent, affecting several employees. Outside Lima, where many (employees) travel in support of counter-narcotics and aid activities, yellow and typhoid fever are a major concern. Joanne really tries, 24 hours a day, to keep us healthy. She is a tireless and effective advocate for prevention. She urges people to take precautions and to become better-educated about risks; in the process she has gained the trust of the 425 American employees and dependents at this post. Her interest in the language and culture of Peru has also encouraged local professionals to work cooperatively for the benefit of us all.

"Between (last May and November), there were 958 additional visits to the health unit, compared to the same period in 1993. (The post population has increased dramatically, with more families and children.) Joanne coped with this increase through her excellent management of the unit. On the surface, the unit is efficient and organized. Scratch that surface, and Joanne can be found dealing with emergencies, plane crashes, gunshot wounds, sports injuries.

"As supervisor of the unit and of the mental health program, while funds lapsed, she was involved in encouraging everyone

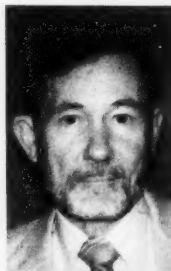


Ms. Rizzo

to explore new ideas, providing a sounding board and resourceful suggestions for enhancements of the unit. Thanks to Joanne's efforts, employees and families in Lima have the comfort of knowing they are backed by consistent, caring, high-quality medical services." □

Procurement chief honors Plummer, Alison Barkley

In a two-way tie, William M. Plummer, Embassy Kuwait's supervisory general services officer, and C. Alison Barkley, Embassy Algiers' general services officer, have been named the recipients of the third annual Competition in Contracting Award. Each received a certificate signed by the Department's procurement executive



Mr. Plummer



Ms. Barkley

and a monetary award of \$1,000.

Mr. Plummer won the award for his accomplishments as supervisory general services officer at Embassy Riyadh. From November 1994 to last June, he reduced purchasing costs for small purchases and services by approximately \$230,000. This was achieved through his policy of missionwide contracts for commonly-used supplies and services through maximum use of competition, as well as his training and oversight efforts. The award said Mr. Plummer engaged in an aggressive campaign to obtain the best possible discount on all purchases, as well as volume-buying to reduce unit costs. To ensure that Foreign Service national employees kept abreast of changes in the market and prices, he sent employees to trade shows and seminars, and had them make regular calls on suppliers and visit potential new sources of supply. The embassy also held its own mission-wide conference on procurement in the Middle East. In addition to these and other accomplishments, the award said, Mr. Plummer devoted time to oversight and training of Foreign Service national procurement employees on a missionwide basis. He organized a two-day procurement workshop in Riyadh to which Foreign Service national employees from neighboring Gulf-country embassies were invited.

In Algiers, Ms. Barkley carries out procurement responsibilities, the award said, in a restrictive environment in which American employees cannot leave the compound except for an occasional meeting with government officials. Ms. Barkley was credited with creativity in expanding the job description of one Foreign Service national employee to include the responsibility of identifying potential new contractors and to coordinate contractor services. She worked with the regional security officer to develop specifications for security projects and, through coordination with the Office of Foreign Building Operations, learned enough about construction projects to ensure that construction specifications were proper. These efforts were the beginning of a process which reportedly has resulted in receipt of several responses to the post's most recent solicitations. With increased competition, the quality of work is said to have improved.

The award said Ms. Barkley has made training the procurement staff a priority, providing on-the-job training and securing funding to provide formal training. ■

EDUCATION & TRAINING

Courses: National Foreign Affairs Training Center

Program	Jan.	Feb.	Mar.	Length
AREA STUDIES: INTENSIVE COURSES				
Africa, sub-Saharan (AR 210)	29	—	—	2 weeks
East Asia (AR 220)	29	—	—	2 weeks
Inter-America studies (AR 239)	29	—	—	2 weeks
Near East/North Africa (AR 240)	29	—	—	2 weeks
South Asia (AR 260)	29	—	—	2 weeks
Southeast Asia (AR 270)	29	—	—	2 weeks
Successor states to the Soviet Union (AR 281)	29	—	—	2 weeks
Europe (AR 291)	29	—	—	2 weeks

AREA STUDIES: ADVANCED COURSES

Andean (AR 533)
Albania (AR 563)
Arabian Peninsula/Gulf (AR 541)
Baltic states (AR 588)
Benelux/European Union/Nato (AR 568)
Brazil (AR 535)
Bulgaria (AR 564)
The Caribbean (AR 538)
Central America (AR 539)
Central Asia (AR 586)
China (AR 521)
East-central Europe (AR 582)
Eastern Africa (AR 511)
Fertile Crescent (AR 542)
Francophone Africa (AR 513)
France (AR 567)
German-speaking Europe (AR 593)
Greece/Cyprus (AR 589)
Haiti (AR 536)
Iberia (AR 591)
Insular Southeast Asia (AR 571)
Italy (AR 594)
Japan (AR 522)
Korea (AR 523)
Lusophone Africa (AR 514)
Mexico (AR 531)
Mongolia (AR 524)
Northern Africa (AR 515)
Poland (AR 587)
Russia and Belarus (AR 566)
Scandinavia (Nordic countries) (AR 596)
South Asia (AR 560)
South Caucasus (AR 585)
Southern Cone (AR 534)
Southern Africa (AR 512)
Mainland Southeast Asia (AR 572)
Turkey (AR 543)
Ukraine (AR 565)

These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.

LANGUAGE AND ADVANCED AREA COURSES

Afrikaans (LAA 100)	—	12	—	23 weeks
Albanian (LAB 100)	—	12	—	23 weeks
Amharic (LAC 100)	—	12	—	23 weeks
Arabic (modern standard) (LAD 100)	—	12	—	23 weeks
Arabic (Egyptian) (LAE 100)	—	12	—	23 weeks
Arabic (North African) (LQW 100)	—	12	—	23 weeks
Azerbaijani (LAX 100)	—	12	—	23 weeks
Bengali (LBN 100)	—	12	—	23 weeks
Bulgarian (LBU 100)	—	12	—	23 weeks
Burmese (LBY 100)	—	12	—	23 weeks

—(Continued on next page)

Just-in-time training: it's in your future

BY KATHLEEN JAMES

The author is the manager of library and multimedia services at the National Foreign Affairs Training Center. She directs the operation of more than 100 multimedia workstations, featuring some 150 instructional programs that support independent learning.

N.E. (for Any) Learner is a multifunctional officer at a post in Africa. It's perhaps a decade from now when we meet N.E. in this article. N.E., who one day,



Ms. James

before too long, could be you or someone else you know at State, is of course a fictional character, but the names of others appearing here are real people who are on the scene today. What follows is an imaginary day in the life of this officer, who is simultaneously at work and in training.

N.E. awakes early. There is time for a long, leisurely breakfast and a chance to double-check figures and edit a report. The document has been saved on the portable office system. N.E. is preparing for the 3 o'clock teleconference with the co-author back in Washington. Now N.E. leaves for the office, portable in hand.

First task: connect the portable to the network and peruse the multimedia E-mail. There's a package from the Foreign Service Institute real estate management system teacher. N.E. will have to worry about that later. For now, a look at Today's Calendar of Activities on the network reveals that the teleconference has been postponed until 4 o'clock. This unexpectedly allows more time to ...

At this moment, a consular colleague suddenly appears at the door, obviously very excited. "I did it!" he proudly proclaims. "I passed the consular proficiency test in French! My teleconference test was yesterday afternoon. Now I can worry about packing out." The new job-



Student in a multimedia lab.

—(Continued from preceding page)

focused language-proficiency test had grown out of the language school's pilot project a few years back. It had shifted the emphasis from general proficiency for everyone to job-specific proficiency where appropriate.

Another change for the consular officer: Although machine-readable visas had reduced fraud, training for other technical and soft skills, domestically and overseas, has become available on the training network. The selections are based on the series of CD-ROM mini-courses first envisioned by Renate Benham (Consular Affairs), the senior passport official who spearheaded the distance-learning initiatives.

As the consular officer strides out the door, an incoming E-mail attracts N.E.'s attention. The audit report is ready for final group-editing. The computerized scheduler suggests that Wednesday at 2 o'clock appears to be open on everyone's calendar. The scheduler awaits personal confirmation, of course, before finalizing and verifying the time. N.E. pulls up the current version of the audit report from the network, to review its contents and plan suggested changes.

—(Continued on next page)

Program	Jan.	Feb.	March.	Length
Chinese (Cantonese) (LCC 100)	—	12	—	23 weeks
Chinese (standard) (LCM 100)	—	12	—	23 weeks
Czech (LCX 100)	—	12	—	23 weeks
Danish (LDA 100)	—	12	—	23 weeks
Dutch/Flemish (LDU 100)	—	12	—	23 weeks
Estonian (LES 100)	—	12	—	23 weeks
Finnish (LFJ 100)	—	12	—	23 weeks
French (LFR 100)	2	12	18	24 weeks
German (LGM 100)	—	12	—	24 weeks
Greek (LGR 100)	—	12	—	23 weeks
Hebrew (LHE 100)	—	12	—	23 weeks
Hindi (LHJ 100)	—	12	—	23 weeks
Hungarian (LHU 100)	—	12	—	23 weeks
Indonesian (LJN 100)	—	12	—	23 weeks
Italian (LJT 100)	—	12	—	24 weeks
Japanese (LJA 100)	—	12	—	23 weeks
Khmer (Cambodian) (LCA 100)	—	12	—	23 weeks
Korean (LKP 100)	—	12	—	23 weeks
Lao (LLC 100)	—	12	—	23 weeks
Latvian (LLE 100)	—	12	—	23 weeks
Lithuanian (LLT 100)	—	12	—	23 weeks
Malay (LML 100)	—	12	—	23 weeks
Nepali/Nepalese (LNE 100)	—	12	—	23 weeks
Norwegian (LNR 100)	—	12	—	23 weeks
Persian/Dari (Afghan) (LPG 100)	—	12	—	23 weeks
Persian/Farsi (Iranian)(LPF 100)	—	12	—	23 weeks
Polish (LPL 100)	—	12	—	23 weeks
Portuguese (Brazilian) (LPY 100)	—	12	—	24 weeks
Portuguese (European)(LPY 101)	—	12	—	24 weeks
Romanian (LRQ 100)	—	12	—	23 weeks

Program	Jan.	Feb.	March.	Length
Russian (LRU 100)	—	12	—	23 weeks
Russian (advanced) (LRU 101)	—	12	—	23 weeks
Singhalese (LSJ 100)	—	12	—	23 weeks
Slovak (LSK 100)	—	12	—	23 weeks
Spanish (LQB 100)	2	12	18	24 weeks
Swahili/Kiswahili (LSW 100)	—	12	—	23 weeks
Swedish (LSY 100)	—	12	—	23 weeks
Thai (LTH 100)	—	12	—	23 weeks
Turkish (LTU 100)	—	12	—	23 weeks
Ukrainian (LUK 100)	—	12	—	23 weeks
Urdu (LUR 100)	—	12	—	23 weeks
Vietnamese (LVS 100)	—	12	—	23 weeks
FAMILIARIZATION AND SHORT-TERM (FAST) AND REFRESHER COURSES				
Albanian (LAB 200)	—	12	—	8 weeks
Amharic (LAC 200)	—	12	—	8 weeks
Arabic (modern standard)(LAD 200)	—	12	—	8 weeks
Arabic (Egyptian)(LAE 200)	—	12	—	8 weeks
Arabic (North African)(LQW 200)	—	12	—	8 weeks
Armenian (LRE 200)	—	12	—	8 weeks
Azerbaijani (LAX 200)	—	12	—	8 weeks
Bengali (LBN 200)	—	12	—	8 weeks
Bulgarian (LBU 200)	—	12	—	8 weeks
Burmese (LBY 200)	—	12	—	8 weeks
Chinese (standard) (LCM 200)	—	12	—	8 weeks
Czech (LCX 200)	—	12	—	8 weeks
Estonian (LES 200)	—	12	—	8 weeks
Georgian (LGG 200)	—	12	—	8 weeks
German (LGM 200)	2	—	18	8 weeks
Greek (LGR 200)	—	12	—	8 weeks
Hebrew (LHE 200)	—	12	—	8 weeks
Hindi (LHJ 200)	—	12	—	8 weeks
Hungarian (LHU 200)	—	12	—	8 weeks
Indonesian (LJN 200)	—	12	—	8 weeks
Japanese (LJA 200)	—	12	—	8 weeks
Korean (LKP 200)	—	12	—	8 weeks
Lao (LLC 200)	—	12	—	8 weeks
Latvian (LLE 200)	—	12	—	8 weeks
Lithuanian (LLT 200)	—	12	—	8 weeks
Polish (LPL 200)	—	12	—	8 weeks
Romanian (LRQ 200)	—	12	—	8 weeks
Russian (LRU 200)	2	—	—	8 weeks
Slovak (LSK 200)	—	12	—	8 weeks
Thai (LTH 200)	—	12	—	8 weeks
Turkish (LTU 200)	—	12	—	8 weeks
Urdu (LUR 200)	—	12	—	8 weeks
Uzbek (LUX 200)	—	12	—	8 weeks
Vietnamese (LVS 200)	—	12	—	8 weeks
EARLY MORNING LANGUAGE COURSES				
Arabic (modern standard) (LAD 300)	—	—	4	17 weeks
Chinese (standard) (LCM 300)	—	—	4	17 weeks
French (LFR 300)	—	—	4	17 weeks
German (LGM 300)	—	—	4	17 weeks
Italian (LJT 300)	—	—	4	17 weeks
Japanese (LJA 300)	—	—	4	17 weeks
Portuguese (Brazilian) (LPY 300)	—	—	4	17 weeks
Russian (LRU 300)	—	—	4	17 weeks
Spanish (LQB 300)	—	—	4	17 weeks
ADMINISTRATIVE TRAINING				
Budget and financial management (PA 211)	—	26	—	6 weeks
C.F.M.S. budget execution (PA 151)	22	—	—	2 days
C.F.M.S. miscellaneous obligations (PA 154) (PA 153: prerequisite)	24	—	—	2 days

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"It's a good thing," N.E. reflects, "that I took the new spreadsheet training offered on-line by F.S.I. This virtual mentoring has ensured that my questions are answered in a timely way while I learn by doing."

As Manny Barrera (coordinator, information management training) had foreseen: "We need to work better, smarter." And that means just-in-time learning, where and when it is needed. What a difference it can make to know exactly how to use the spreadsheet, for a real purpose, without a lot of guesswork. Posted on the worldwide network, all can consult the numbers and know where they stand. Gone now are the days of information delay, when requests and responses were exchanged over a period of days—even weeks.

By the time N.E. spends the morning reviewing the audit report and attending to a few more interruptions, it is almost lunchtime. "This is a good time to go back to the real estate management course package, to see what I need to do next," thinks N.E. The automated real estate management system has become operational worldwide. Its multimedia training module "allow[ed] us to reduce the costs of delivering this system to posts," as predicted by Val Wood (Office of Foreign Buildings Operations), designer and co-developer of one of the first stand-alone training modules that appeared on CD-ROM, even before State had the on-line training network. The beauty of this learning module is that the functionality of the actual system is replicated, and the learner is guided every step of the way. This is the next-best thing to an intelligent on-line tutor.

During the course of the afternoon, N.E. consults InfoRegs on-line for the specific wording of a regulation. Using InfoForms, N.E. completes a travel voucher for a recent trip, scanning in the receipts, and transmits the package via E-mail to the approving office. These InfoExpress collections, that were initially distributed on CD-ROM, are now all on the network, and have become indispensable tools of the trade. It is now hard to imagine the days when it was necessary to store and search volumes of paper-based versions. As Frank Sass (Office of Information Management) had said: "InfoExpress ... reduce[d] the high costs associated with printing and distributing

the paper version of this information ...” Having InfoExpress on the worldwide network now allows almost-daily updates and a wealth of indexed, searchable information at one’s fingertips.

N.E. has already communicated electronically with at least a dozen people today, but there is one delicate issue that requires a personal contact. Placing a video phone call, N.E. is fortunate to catch the personnel officer at her workstation. Based on this conversation, a voice-mail message to the vacationing general services officer should help to clarify that situation.

It is already 4 o’clock, time for the teleconference. Document in hand, that is, on-line, N.E. awaits the appearance of the Washington-based colleague. Voice, video and document-sharing capabilities now allow group collaboration that was once possible only face-to-face in one room. This has reduced travel budgets across the board, and has fostered a collaborative, inclusive environment that makes expertise widely available, regardless of its geographical location. It takes the entire hour to consolidate the individual edits, but the product will ensure that the report is not bumped back for a rewrite. This in turn guarantees timely submission of a final version.

Almost time to go home. But before shutting down the workstation for the night, N.E. decides to spend a few minutes on one of the language-maintenance modules that has recently been added to the training network. Although, according to James North and Marsha Kaplan (School of Language Studies), “there is no substitute for interaction with an experienced and knowledgeable speaker of the language,” the two have conceded that self-instructional modules, including grammar explanations, listening skills, vocabulary-building, writing tools (and even translation-assistance programs) help to develop and maintain language competence. On-line access to language mentors, located at post and/or in Washington, now afford frequent, personal exchanges with trained native speakers who answer grammatical questions, clarify usage and interpret cultural phenomena.

On the way home, N.E. stops at the local market and is able to negotiate a purchase of fresh produce, applying a combination of culturally-appropriate bar-

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Program	Jan.	Feb.	March.	Length
C.F.M.S. requisition documents (PA 153) (PA 150: prerequisite)	18	—	—	2 days
C.F.M.S. system overview and orientation (PA 150)	9	—	—	1 day
	10	—	—	1 day
C.F.M.S. travel orders (PA 155)	11	—	—	2 days
C.O.R. training (PA 125)	22	—	25	3 days
C.O.R. update (PA 127)	29	26	—	1 day
Customer service (PA 143)	—	29	—	2 days
Domestic administrative officer seminar (PA 160)	8	—	—	3 weeks
F.S.N. classification and compensation (PA 232)	29	—	—	2 weeks
General services operations (PA 221)	8	5	4	12 weeks
	22	19	—	12 weeks
	29	—	—	12 weeks
How F.A.A.S. works at overseas posts (PA 213)	—	—	27	3 days
How to be a certifying officer (PA 291)	Correspondence course			
How to be a contracting officer’s representative (PA 130)	Correspondence course			
How to write a statement of work (PA 134)	Correspondence course			
Introduction to simplified acquisitions and requisitions overseas (PA 222)	Correspondence course			
Management controls workbook (PA 164)	Correspondence course			
Management controls workshop (PA 137)	—	26	—	2 days
Overseas cashier training (PA 293)	Correspondence course			
Overseas cashier supervisor’s training (PA 294)	Correspondence course			
Personnel course (PA 231)	8	—	—	7 weeks
Property management for custodial officers (PA 135)	—	1	—	2 days
Training for overseas voucher examiners (PA 200)	Correspondence course			
CONSULAR TRAINING				
Advanced consular course (PC 532)	8	—	—	3 weeks
ConGenRoslyn basic consular course (PC 530)	Continuous enrollment			
	26 days			
Consular orientation program (PC 105)	Continuous enrollment			
	6 days			
Immigration law and visa operations (PC 102)	Correspondence course			
Nationality law and consular procedures (PC 103)	Correspondence course			
Overseas citizens services (PC 104)	Correspondence course			
Passport examiners (PC 110)	Correspondence course			
CURRICULUM AND STAFF DEVELOPMENT TRAINING				
Basic facilitation and delivery workshop (PD 513)	24	—	—	3 days
Evaluation design workshop (PD 518)	—	—	18	2 days
Evaluation tools workshop (PD 519)	—	—	6	3 days
Training design workshop (PD 512)	—	—	24	3 days
ECONOMIC TRAINING				
Economic tradecraft (PE 124)	8	—	—	2 weeks
Export promotion (PE 125)	22	—	—	1 week
EXECUTIVE DEVELOPMENT				
E.E.O./diversity awareness for managers and supervisors (PT 107)	—	8	14	2 days
Effective public speaking (PT 113)	—	15	—	1 day
Foreign affairs leadership seminar (PT 119)	28	—	—	2.2 weeks
Introduction to management skills (PT 207)	8	—	18	1 week
Managing change (PT 206)	—	15	—	1 day

Program	Jan.	Feb.	March.	Length
Managing people problems (PT 121)	—	22	—	3½ days
Performance management seminar (PT 205)	—	—	4	3 days
Washington tradecraft (PT 203)	—	5	—	2 weeks
INFORMATION MANAGEMENT TRAINING				
Access DBMS (PS 150)	10	7	6	2 days
	17	14	13	2 days
Access 2.0 (intermediate) (PS 151)	22	26	18	2 days
Advanced consular automation (PS 127)	—	6	—	4 days
Basic/advanced P.C. (PS 651)	8	—	—	3 weeks
Excel 5.0 for Windows (PS 170)	8	5	4	2 days
	29	26	—	2 days
Excel 5.0 for Windows (intermediate) (PS 171)	22	12	11	2 days
	—	—	18	2 days
Foreign affairs information systems end-user training (PS 219)	22	26	18	4 mornings
Foreign affairs information systems accelerated end-user training (PS 220)	22	26	18	2 afternoons
	24	28	20	2 afternoons
I.M. specialist orientation (PS 650)	29	—	—	4 weeks
Information system management (PS 215)	—	—	11	9 weeks
Internet concept, tools and techniques (PS 218)	—	9	8	1 day
Networking fundamentals and Microsoft Mail administration (PS 662)	29	—	—	1 week
Introduction to Powerpoint for Windows (PS 140)	3	28	—	2 days
	31	—	—	2 days
Introduction to Windows 3.1 (PS 123)	2	13	12	1 day
	5	27	—	1 day
	9	—	—	1 day
	12	—	—	1 day
	16	—	—	1 day
	30	—	—	1 day
Managing information programs (PS 213)	—	12	—	4 weeks
Microsoft project (PS 180)	—	12	11	2 days
Networking with Windows for Workgroups (PS 660)	8	—	11	1 week
P.C. survival skills (PS 112)	19	12	11	1 day
	29	26	—	1 day
Windows NT 3.5 administration (PS 264)	8	5	—	5 day
Windows NT local area network administration (PS 661)	16	12	18	2 weeks
Windows for Workgroups administration (PS 262)	23	27	—	3 days
Windows for Workgroups user training (PS 162)	8	5	4	1 day
	22	—	18	1 day
Word 6.0 for Windows (PS 132)	3	14	13	2 days
	4	28	27	2 days
	11	—	—	2 days
	17	—	—	2 days
	31	—	—	2 days
Word 6.0 for Windows (intermediate) (PS 133)	10	7	6	2 days
	24	21	20	2 days
OFFICE MANAGEMENT COURSES				
Advanced Word for Windows (PK 513)	—	—	26	1 day
Advanced WordPerfect for Windows (PK 512)	—	21	—	1 day
Better office English (written) (PK 225)	—	—	4	40 hours

—(Continued on next page)

—(Continued from preceding page)

gaining and linguistic skills recently practiced in an on-line simulation. N.E.'s confidence, bolstered by a successful implementation of the simulated exercise, has increased significantly. N.E. thinks: "I am going to have to steal 15 minutes at the end of every day to work on these modules. Maybe I'll even achieve the next level on the functional-proficiency scale. That would look good on my next evaluation."

N.E. has become aware that, in spite of the dwindling workforce and shrinking budgets of years past, more efficient use of time and resources has been made possible by purposeful application of technological solutions to defined functions. Networked training modules and on-line course registration have brought certain kinds of training to the officer's place of work, rather than bringing the officers to the training.

The Department's "C Street" Video, "The Embassy of Tomorrow" (November 1994), had envisioned all this. N.E. had seen the video. At the time, the officer would not have bet on arriving, not so many years afterward, in the future that it had promised. □

Tips on managing your contractors

Three courses for employees who manage contractors will be offered at the Foreign Service Institute from now through June:

—"Contracting Officers' Representative Training" (three days), for employees with limited contracting responsibilities, January 22-24, March 25-27. Topics include the procurement process, the contracting officers' representative role, limits of authority and documentation requirements.

—"Contracting Officers' Representative Training" (five days), for employees with contracting authority over \$100,000, June 10-14. This class covers topics in the three-day course, as well as statements of work and standards of conduct. There is a final exam.

—"Contracting Officers' Representative Update," for employees with contracting authority who have not attended a course on the subject in the last two years, January 29, February 26, April 8, June 24. Topics include changes in federal procure-

ment regulations and State procurement procedures, as well as working with change orders, modifications and vendor payments.

To register, send Form DS-755, "Request for Training," to the Foreign Service Institute's registrar, Room F2210, SA-42. For information, call or E-mail Virginia Ruddy, (703) 302-6989. □

News Highlights

—(Continued from Page 7)

Foreign Service officers at State and U.S.I.A. who competed for this year's fellowship. □

State scoring 'hits' on Internet

The Bureau of Public Affairs says it has been working closely with other parts of the Department—including Consular Affairs, Inter-American Affairs, East Asia and Pacific, the U.S. mission to the United Nations, the chief information officer, and the Bureau of Administration—to develop a comprehensive and effective approach to Internet publishing.

Overall, the Internet has enabled the Department to respond immediately to thousands of requests for information each day, the bureau said.

The number of "hits" (the number of times documents are accessed from remote computers) on the Department of State Foreign Affairs Network (Dosfan) has risen from 8,000 in the first full month of its operation in January 1995 to almost 150,000 per month (99,000 on the gopher; 50,000 on the web) today. Popular documents include the human rights, terrorism and narcotics reports to Congress, economic reports, Dispatch, Background Notes and two volumes of "Foreign Relations of the United States."

Through its collaborative arrangement with the federal depository library at the University of Illinois at Chicago, the Department expanded its Internet presence last fall by creating a World Wide Web homepage for Dosfan. Now, in addition to the original Internet Gopher site (dosfan.lib.uic.edu), key documents, such as the Dayton agreement, are accessible on the web. The quarterly "U.S. Foreign Policy on CD-ROM" (sold by the Government Printing Office) continues as the digitized archive for Dosfan documents. ■

—(Continued from preceding page)

Program	Jan.	Feb.	March.	Length
Designing and your word processor (PK 180)	—	—	28	1 day
Drafting correspondence (PK 159)	8	—	25	1 week
Effective speaking and listening skills (PK 240)	—	5	—	18 hours
Employee relations (PK 246)	—	7	—	2 days
Intermediate Word for Windows (PK 270)	—	—	19	2 days
Intermediate WordPerfect for Windows (PK 271)	—	14	—	2 days
Introduction to Windows for office support personnel (PK 169)	4	1	1	1 day
Introduction to Word for Windows (PK 170)	22	6	12	1 day
Introduction to WordPerfect for Windows (PK 171)	11	8	14	1 day
Mid-level professional development seminar for F.S. secretaries (PK 301)	—	26	—	3 weeks
Proofreading (PK 143)	—	—	19	2 days
Senior-level professional development seminar for F.S. secretaries (PK 302)	22	—	—	2 weeks
Supervisory studies seminar (PK 245)	—	12	25	1 week
Travel regulations/vouchers (PK 205)	—	20	—	1 day
Writing effective letters and memos (PK 241)	—	—	18	1 week
ORIENTATION TRAINING				
Foreign Service officers (PG 101)	22	—	—	9 weeks
Foreign Service specialists (PN 106)	—	1	—	3 weeks
Civil Service Employees (PN 105)	24	—	—	3 days
Designated posts (PN 112)	2	—	12	4 days
	—	8	—	2 days
OVERSEAS BRIEFING CENTER				
American studies (MQ 115)	—	—	14	2 days
Documenting mobile experiences (MQ 701)	25	—	26	1 day
Employment planning (MQ 700)	—	—	25	1 week
Go overseas series (MQ 200, 210, 220, 230)	—	—	30	1 day
Introduction to Foreign Service life (MQ 100)	—	—	4	1 week
Life after the Foreign Service (MQ 600)	—	13	—	2 days
Marketing Foreign Service spouse talents (MQ 702)	26	—	27	1 day
O.B.C. special evening (MQ 850)	31	28	—	2 hours
Post options for employment and training overseas (MQ 703)	27	—	29	1 day
Protocol (MQ 116)	—	—	16	1 day
Security overseas seminar (advanced) (MQ 912)	9	27	26	1 day
Security overseas seminar (MQ 911)	22	12	11	2 days
Super Saturday (MQ 800)	—	24	—	1 day
Tax seminar (MQ 117)	—	23	12	2 hours
	—	—	27	2 hours
Understanding regulations, allowances and finances in the F.S. context (MQ 104)	—	7	—	3 days
POLITICAL TRAINING				
Arms control delegation (PP 512)	29	—	—	4 days
Foreign affairs interdepartment seminar (PP 101)	—	5	—	2 weeks
Global issues (PP 510)	—	—	4	3 days
Intelligence and foreign policy (PP 212)	—	20	—	3 days
Multilateral diplomacy (PP 211)	—	5	—	3 days
Negotiating art and skills (PP 501)	—	—	4	1 week
Political tradecraft (PP 202)	16	—	18	3 weeks ■

ASK DR. RIGAMER



This column by Elmore Rigamer, M.D., chief of the Department's Office of Medical Services, appears monthly in *STATE*. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Rigamer directly. In either case, your privacy will be respected; your post will not be identified.

Q.

LATIN AMERICA

Last year I arrived at a new post and was delighted to find that an electric water distiller had been installed in my residence. Since this removed the need to filter and boil water, it appeared to be one of the greatest improvements to Foreign Service life since air-conditioning.

However, different people with training in nutrition have pointed out that a distiller also removes needed minerals from the water, and that drinking water without minerals can be harmful. Should we go back to the ceramic filter and the pot on the stove? Or should we buy bottled water, which might also be demineralized?

A.

Distillers are effective for purifying water. They remove metals, bacteria and other contaminants, and at the same time remove minerals such as calcium and magnesium which result in the water becoming flat-tasting. Your body does need minerals, but it is not necessary that they come from water. There is not one mineral in water that cannot be found in food such as fruits and vegetables. Water would be an unreliable source because it varies from one area to another, and each person's body chemistry is different. The food we eat, as opposed to the water we

drink, is probably our most reliable source of minerals.

Certainly, filtering and boiling (three minutes rolling) water is always an acceptable alternative. You alluded to bottled water as another option. Unfortunately, the bottled-water industry is not stringently regulated and, in some parts of the world, bottled water may simply be just that—water in a bottle.

Q.

UNITED STATES

During the past few years, I've noticed that I have lost more and more control over ability to hold urine. Whenever I jump or sneeze, I leak urine. My friends tell me it is because I have had children, or that it is just part of aging. It is to the point now that it is interfering with my quality of life. What can you tell me about this problem?

A.

There are several different types of incontinence, and one is called stress incontinence. It is the result of weakening of the pelvic-floor muscles. Urine leakage may occur with sneezing, coughing, laughing or exercising. Sometimes, a person can have it, along with urge incontinence, which is the sudden, uncontrolled need to urinate. This may be associated with spasms of the bladder muscle.

When you go out, is the bathroom the first place you spot? Do you plan your activities around the availability of bathrooms? You are not alone. Ten million Americans, or 1 out of every 25, have some symptoms of loss of bladder control. It is twice as common in women as in men. It is not a natural part of aging, but its frequency increases with aging. Most people with bladder-control problems can be helped or cured, but many do not seek help because of embarrassment.

Treatment of the bladder-control

Medical support

The Office of Medical Services announced it is sponsoring two support groups for persons with cancer. For information, call Edith C. Bennett, 647-4929. □

problem will depend on the cause. It may include diet. Avoid drinking coffee, colas and alcohol, as these drinks may irritate the bladder and will increase the urine volume. Exercises may be helpful in strengthening the pelvic-floor muscles and improve bladder control. Medications can suppress bladder spasms or bladder-neck tightening, and will improve the ability of the bladder to store urine. Surgery can be used to reposition the bladder within the pelvic cavity or to treat obstructions. See your health-care provider to discuss your concerns and options.

Q.

MIDDLE EAST

I was recently examined by a local physician who used an old stethoscope. It made me think about this common diagnostic tool, and I began to wonder what the history behind it was. Who was clever enough to create such an instrument?

A.

A French physician named Laennec came up with the idea in the 19th century. He was asked to examine the chest condition of an obese woman, whose girth made percussion and palpation ineffective. It was said that Laennec was embarrassed to lay his ear directly on her bosom, so he improvised by using a rolled-up paper to listen to her heart. To his surprise, he heard the sounds of the heart and lungs more clearly than ever before.

After his discovery, he experimented with rolled-up paper, glass and metal batons, and finally settled on a wooden cylinder which featured a funneled opening. Laennec coined the word stethoscope, which is Greek for "to view the chest." Later physicians modified and improved his design. Short, rigid shafts evolved into flexible, longer, binaural models that we are familiar with today. You may occasionally come across a few monaural models, however, usually in maternity settings.

Q.

EUROPE

I am determined to continue my outdoor exercise program, but the winter temperatures are leaving my skin feeling dry

and scaly. Any new suggestions on protecting my skin in cold weather?

A.

Winter weather, sweat which washes away some skin oils, and showering combine to create dry and scaly skin. You don't need to invest in expensive skin creams. The American Academy of Dermatology often recommends thin applications of petroleum jelly, lanolin or baby oil for patients suffering from cracked, dry skin. Start with as much outdoor protection as possible. Wear clothing to buffer the exposed areas against the wind and cold. Sunscreen is also important in winter. Ultraviolet rays in the northern hemisphere are weaker than in summer months, but they still age and dry skin, as evidenced by the tans and sunburns that skiers often acquire.

To avoid the irritation of sunscreen dripping into your eyes, apply lip sunscreen sticks above and around your eyes and on lids. An oil-free moisturizer is ideal for your face, and will not plug up the pores as lanolin or petroleum jelly would. Instead of continuously rinsing your skin under a shower, consider a tepid or warm bath. Pat, don't rub, after bathing, and immediately follow with an oil.

Q.

SOUTH ASIA
My older sister recently wrote, saying she has experienced some chest pain. She was concerned about it, but she felt the pain wasn't taken seriously by her health-care provider. Are women less likely than men to have heart problems?

A.

There are some data supporting the proposition that women with severe chest pain are evaluated and managed less aggressively than men. The reasons are not clear. One explanation for the difference may lie in the traditional view of heart attack as a "man's disease," and the shortage of scientific studies of heart attacks among women. It was also noted that these women tended to have related symptoms—such as nausea or vomiting—that were different from the men, and which typically are considered a sign of a

somewhat less serious condition.

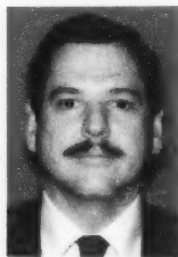
If sudden or severe chest pain strikes, men and women should get immediate attention. Early diagnosis and treatment can minimize damage to the heart and other organs. Call for medical help if you have chest pain and one or more of the following conditions. The pain is new and severe. The pain is crushing or radiating from the center of the chest to the jaw, neck or arms. The pain is persistent. You are short of breath. You have recently had an operation, injury or illness that has kept you in bed. ■

Music at State in the form of 'conversations'

BY JOHN BENTEL

The reviewer is a systems specialist in State's Executive Secretariat.

On November 29 in the East Auditorium, the "State of the Arts" free recital series presented John Kaboff, a cellist, and Alfred Clark, a pianist. The musical "conversation" between these two instrumentalists worked well, considering the fact that they only were able to rehearse a couple of times in the last week.



Mr. Bentel

The audience responded warmly to the opening work—Antonin Dvorak's Rondo, Op. 94, despite Mr. Kaboff's occasional intonation problems. He more than adequately compensated, however, with great technical virtuosity.

Perhaps because the Hungarian Rhapsody, Op. 64, by David Popper was better known, both Mr. Kaboff and Mr. Clark were very much in sync on that piece. Sadly, though, the resulting performance of Tchaikovsky's Rococo Variations Op., 33, a new work for both performers, would have been more seasoned if these professional musicians had jointly rehearsed it more before performing it publicly.

But overall, the talents of these two



David Whiteside and Karen Johnson.

gifted performers from the faculty of the Levine School lifted spirits and helped to reduce the stress of some busy Department employees.

On November 8 in the East Auditorium, an appreciative audience heard a pair of flutists: David Whiteside and Karen Johnson, both faculty members of the Levine School of Music. Their performance was quite enchanting.

Not only was the music entertaining but it was educational as well, especially for those Department employees unfamiliar with early Baroque flute music. Mr. Whiteside provided information on music of Telemann, Kuhlau and a contemporary composer, Richard Rodney Bennett.

Technically, it was evident that these two performers knew how to interpret the music. But there were times when breaths taken were audible, and it seemed laborious for them. Although obviously necessary, this had a tendency to distract from the continuity and flow of the music.

However, the flute duo played wonderful music, thoroughly relaxed the audience, and prepared them for resumption of their afternoon business activities.

On January 3 in the East Auditorium, at 12:30 p.m., Denise Gallo will present a lecture, "What to Listen for in Classical Music." On January 17, same time and place, "Tango," a romantic mystery film by Margo Fisher, will be shown again. ■

POST OF THE MONTH

RANGOON

This embassy is in the capital of Burma, the largest country in mainland Southeast Asia, between India and Thailand. U.S. Foreign Service people there are featured as part of STATE's continuing series. (Photos by Barry Broman)



Nobel Prize laureate *Aung San Suu Kyi*, with communicator *Mike Huls* and his baby daughter.



Narcotics affairs officer *Mark Taylor* with opium poppies in Shan State.



Shwedagon Pagoda.



From left: *George Elliot*, son of political and economic officer John Elliot; *Michelle Mignano* and *Natalie Mignano*, daughters of general services officer Gary Mignano; *Stephanie Frank*, daughter of regional security officer Chris St. Onge; and *Sara Williams*, student at the international school.



Regional affairs counselor *Barry Broman* with a Padaung "long neck" woman.



Dancing girls in a boat regatta on Royal Lake.



The Drug Enforcement Administration's *Gary Carter* tries his hand at a game of chance.



Women of the Akha hill tribe in Shan State.



Cashier *Yolanda Chang* at a luncheon at the charge's residence.



A Burmese belle.



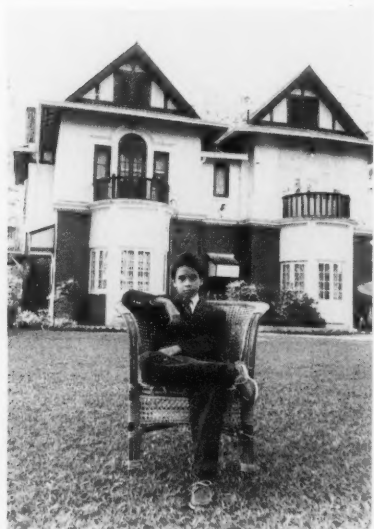
B.J. Broman, wife of the regional affairs counselor, rides public transportation outside Mandalay.



A young dancer.



Students at the international day school.



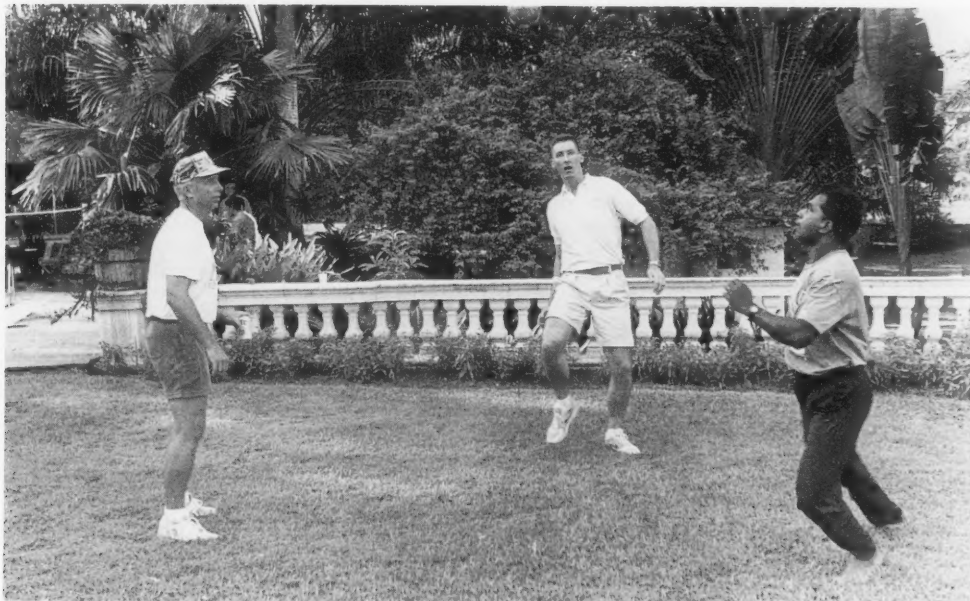
Brendan Broman, son of regional affairs counselor Barry Broman, outside his home.



A Buddhist monastery.



Foreign Service nationals at a luncheon at chargé Marilyn Meyer's home.



Playing chin-lone ball, from left: defense attaché *Steven Rients*, Marine *Scott Carlson* and Foreign Service national employee *Raju*.



Ruins of a colonial mansion in Toungoo.



Jenny, a retired Foreign Service national employee, outside the embassy's guest house. ■

CIVIL SERVICE PERSONNEL

Promotions

GG-15

Shearouse, Susan Meg, Washington Office, Mission to U.N.

GS-4

Massie, Brian D., Economic and Business Affairs, Office of Executive Director

Raisman, David, New York Passport Agency

GS-6

Clendenen, Boyd Dale, Medical Services

Gibbs, Desadra R., Bureau of Public Affairs, Office of Assistant Secretary

Murray, Cheryl A., Boston Passport Agency

Norris, Doris, Foreign Service Institute, School of Language Studies

Somers, Tracey L., Office of Chief Financial Officer, Travel Voucher Section

GS-7

Barnwell, Dorarette M., Bureau of Administration, Information Management

Brown, Mildred Junita, International Narcotics

Crank, Lydia, Diplomatic Security

Hadrick, Dennis Franklin, Bureau of Administration, Small Purchasing Branch

Hayden Jr., Michael V., Office of New Independent States

Henderson, Michael A., Bureau of Administration, Telecommunications

Houston, Sherry M., Office of Chief Financial Officer, Working Capital Fund Section

Murphy, Christina Y., Population, Refugees and Migration, Office of Executive Director

Price, Penny L., Bureau of Administration, Buildings Services

Pugsley, Patricia L., Bureau of Personnel

Talbert, Valerie, International Narcotics

Virmani, Santosh, Office of Chief Financial Officer, Annuity Payments

GS-8

Barrett, Lezlie T., European Affairs, Regional Political and

Security Affairs

Burrell, Kay Arey, Foreign Service Institute, School of Professional Studies

Featherstone, Sharon K., Family Liaison Office

Johnson, Ardelia, Bureau of Administration, Telecommunications

Laster, Nettie Weldon, Office of Under Secretary for Management

Prince, Ronald H., Bureau of Administration, Telecommunications

GS-9

Belk, Peter Ivan, Intelligence and Research, Office of Executive Director

Cammatt, William G., Political-Military Affairs

Jones, Amanda E., Executive Secretariat, Systems Management

Lester, Christine Duhart, Miami Passport Agency

Litschauer, Virginia L., Inter-American Affairs, Office of Executive Director

Richter Jr., Walter, Diplomatic Security, Employee/Contractor Investigations

Soukup, Jeffrey Allen, Office of Historian

GS-11

Bassle, Michel K., Office of Legal Adviser, Office of Law Enforcement and Intelligence

Buttner, Tammy Lynn, Office of Legal Adviser, Office of Law Enforcement and Intelligence

Carpenter, Kim A., International Organization Affairs, Office of Executive Director

Cato, Kenneth L., Miami Passport Agency

Ferguson, Paula Ann, Seattle Passport Agency

Paz, Maria Teresa, Miami Passport Agency

Silski, Andrew Lawrence, Office of Nordic and Baltic Affairs

Stange, Birgitta D., Bureau of Administration, Buildings Services

Tornavacca-Triesch, Lee W., Passport Services

GS-12

Daugherty, Reid A., Office of the Geographer

Ensley, Christopher E., Intelligence and Research, Office

of Terrorism and Narcotics

Hainsey, Gail V., Office of Foreign Buildings, Financial Management

Hemby, Sandra J., Bureau of Personnel, Office of Overseas Employment

Kaeding, Darrell J., Passport Field Coordination Staff

Kirby, Valerie Y., Population, Refugees, and Migration, Office of Comptroller

Powell, Terry L., International Organization Affairs, U.S. Budgetary Presentation and Payments

Pruitt, Jacquelynn W., Office of Chief Financial Officer, International Financial Services Directorate

Reid, Gwendolyn, Foreign Service Institute, Office of Acquisitions

Scotti, Jennifer B., Intelligence and Research, Russia Division

Wilson, Greta S., Bureau of Administration, Office of Information Services, Reader Services

GS-13

Bundy, Pamela Lavelle, Bureau of Personnel, Records Management

Chin, Calvin, Political-Military Affairs

Wilhelm, Julie M., Bureau of Administration, Freedom of Information

GS-14

Adams, Laura S., Office of Legal Adviser, Office of International Claims and Investment Disputes

Bassett, Andrew J., Office of Inspector General

Marino Jr., James, Bureau of Administration

Petrihos, Peter N., Political-Military Affairs

Susser, Marc J., Office of the Secretary, Office of Asylum Affairs

GS-15

Lloyd, Robert Earl, Bureau of Administration, Office of Procurement Executive

McConnon, Caron, Diplomatic Security, Personnel Security/Suitability Division

Neher, Susan E., Bureau of Administration, Information Management

Stange, Donna Cooper, Bureau

of Personnel, Information Management

Appointments

Boorstin, Robert D., Office of the Secretary

Bryant, Sheila M., Pre-Assignment Training

Burns, Thomas E., Office of Foreign Missions

Falsetto, Stephen E., Bureau of Administration, Building Management

Floyd, Dianne A., Pre-Assignment Training

Gimondo, Ronald L., Bureau of Administration

Goldsberry, Richard E., Diplomatic Security, Defensive Equipment and Vehicles Branch

Hooke, Kathleen H., Office of Legal Adviser, Office of International Claims and Investment Disputes

Jones, Marilyn D., Pre-Assignment Training

Justice, Floyd B., Office of Inspector General

Lawrence, Koren A., Pre-Assignment Training

McLaughlin, Ernest Ray, Pre-Assignment Training

McLendon, Faye Patricia, Bureau of Administration

Moore, Gregory, Office of Chief Financial Officer, Working Capital Fund Section

O'Meara, Harry D. Jr., Bureau of Administration, Building Management

Poisson, Beth Lindsay, Legislative Affairs

White, Robert A., Bureau of Administration, Financial Management Division

Wigfield, Gary L., Bureau of Administration

Reassignments

Bolten, Eric Jon, Population, Refugees and Migration to Office of the Legal Adviser

Brandling-Bennett, Helen D., Diplomatic Security to Languages Services

Byerly, John R., African Affairs to Economic and Business Affairs, Office of Aviation Programs and Policy

Ethison, Mary Ann, Intelligence and Research to International Narcotics

Ifill, Donna G., African Affairs

to Office of Ecology and Terrestrial Conservation

Johnson, Horace, Office of Chief Financial Officer to Oceans bureau, Financial Management

Jones, Regenia L., International Organization Affairs to Cuban Affairs

Kurtz, Paul Bernard, Intelligence and Research to Political-Military Affairs

Lee, Arnold Don, Office of Inspector General to Office of Chief Financial Officer

Mitchell III, Samuel C., Consular Affairs to Bureau of Administration, Information Management

Williams, Kevin Fairfax, Bureau of Administration to Intelligence and Research, Office of Intelligence Liaison

Resignations

Best, Cynthia A., Office of Inspector General

Coffman, Douglas Taylor, Washington Office, Mission to the U.N.

Cromley, Laura L., Bureau of Administration

Drake, Susan Fay, Oceans bureau

Garrett, Tracie D., Office of Foreign Buildings, Administrative Management

Hafner, Mary Sue, Legislative Affairs

Harrington, Kathleen, East Asian and Pacific Affairs, Office of Assistant Secretary

Lowery, Terese N., Office of Procurement Executive

Mancinelli, Janette L., Office of Foreign Buildings, Contracts Branch East

Peyton, Tamara L., Bureau of Administration, Office of Allowances

Philpot, Liana, Foreign Service Institute, Personnel Office

Pisa-Relli, John C., Political-Military Affairs

Proops, Douglas Charles, Medical Services

Richard, Nicole, Summer Intern Program

Rini, Jay A., Inter-American Affairs

Rogers, Dean A., Political-Military Affairs

Sadlo, Mary Frances, Bureau of Administration

Shelton, Joanna Reed, Economic and Business Affairs

Siegel, Robert Marc, Office of Chief Financial Officer, Central Financial Management Systems

Simon, Marlinda, Population,

Refugees and Migration, Office of Executive Director

Smith, Judith E., Office of Chief Financial Officer, Central Financial Management Systems

Tijerina, Alma K., Inter-American Affairs, San Ysidro Consular Affairs, San Ysidro, Calif.

Towles, Michelle Diane, Executive Secretariat

Retirements

Finnerty, Dennis, Inter-American Affairs

Hernandez, Robert U., Bureau of Personnel

Kirk, Mary Catherine, Bureau of Public Affairs

Smith, Curtis S., New York Passport Agency

Sullivan Jr., William L., Office of Oceans Affairs ■



FOREIGN SERVICE INSTITUTE—In secretarial training for entering Civil Service

personnel, back row, left to right: *Deborah Read, Beverly Lincoln, Josephine Cintron, Jan-*

ice Dionne, Thomasine Hurd (instructor), Paula Carter, Terita Robinson, Egypt Mason,

Magdalena Streeter, Nicole Allen. Front row: Clarita Pfeffer, Penny Price, Suk Fong Stradford, Patricia Pugsley.

FOREIGN SERVICE PERSONNEL

Appointments

Arnold, Mary Emma, Pre-Assignment Training
Boston, Joseph A., Pre-Assignment Training
Brenneke, Brett J., Pre-Assignment Training
Buczacki, Jeffrey J., Language Training
Cobbs, Bart D., Pre-Assignment Training
Connell, Michele L.O., Pre-Assignment Training
Davis, Julie S., Pre-Assignment Training
Degler, Paul G., Pre-Assignment Training
Doswald, Caroline, Arms Control and Disarmament Agency
Germain, Ellen J., Pre-Assignment Training
Holmstrom, Todd C., Pre-Assignment Training
Howe, William M., Pre-Assignment Training
Hunt, Bryan D., Pre-Assignment Training
Jardine, Henry V., Pre-Assignment Training
Katz, David A., Pre-Assignment Training
Loi, James L., Pre-Assignment Training
Lynn, Valerie, Pre-Assignment Training
Madison, Eric H., Bonn
Micaller, Manuel P., Pre-Assignment Training
Monahan, Katherine E., Pre-Assignment Training
Nyhart, Geoffrey P., Pre-Assignment Training
Peters, Daniel W., Pre-Assignment Training
Reiner, Harvey P., Pre-Assignment Training
Schneider, James S., Pre-Assignment Training
Shoemaker, Lori A., Pre-Assignment Training
Siders, Michele M., Pre-Assignment Training
Sullivan, Gina E., Hong Kong
Sullivan, Michael, Hong Kong
Thorne, Shawn K., Pre-Assignment Training
Tippman, Brynwyn W., Pre-Assignment Training
Trulson, Michael C., Pre-Assignment Training
Vinal, Dennis G., Bureau of Administration, Information Management
Webster, Graham L., Pre-Assignment Training
Wilson, Bruce C., Pre-Assignment

Training
Wolff, David J., Pre-Assignment Training

Transfers

Adams, Richard Hugh, Santo Domingo to Shanghai
Adams, Richard J., Tunis to St. Petersburg
Albright, Jerry L., Santiago to Bucharest
Albright, Norma R., Santiago to Bucharest
Anglero, Enid Y., Beijing to Guangzhou
Arietti, Michael R., Lusaka to International Organization Affairs, Office of Peacekeeping and Humanitarian Operations
Bame, David J., Executive Secretariat to Near Eastern Affairs
Bari, Elizabeth J., Near Eastern Affairs to Damascus
Bass II, John R., Intelligence and Research to European Affairs
Belew, Sheila Ann, Political-Military Affairs to Frankfurt
Bellegarde, Daniel P., Inter-American Affairs to Rio de Janeiro
Benedict, Gloria K., Khartoum to African Affairs, Office of Executive Director
Black, J. Cofer, Khartoum to African Affairs
Blair, Mark W., Beirut to Bureau of Administration, Information Management
Blodgett, John S., London to International Organization Affairs, Office of Technical Specialized Agencies
Boera, Richard W., Specialist Intake to Tallinn
Bohne, Brent R., Brazzaville to Port-au-Prince
Bradley Jr., Harry C., Brasilia to Port Moresby

Selection board

Foreign Service Selection Board SFS-I convened on December 5. Members are:

Chairman

Frank G. Wisner, New Delhi.

State members

Arthur W. Hummel Jr. (retired)

Ronald I. Spiers (retired)

Other agency member

Horace G. Dawson Jr. (retired)

Public member

Margaret M. Adams, journalist □

Bradshaw, Alvin R., Bonn to Inter-American Affairs, Florida Regional Center
Bright, Robert L., Bogota to Amman
Brokenshire, Kent C., Lima to Executive Secretariat
Brooks, Johney, Georgetown to Port Moresby
Brown, Eden, Bombay to Near Eastern Affairs
Buckwald, Laura A., Nicosia to European Affairs
Buelow, Judy Marie, Kinshasa to Inter-American Affairs
Burcio, Lisa Grace, Rio de Janeiro to Bridgetown
Burke, James J., Kingston to Diplomatic Security, Office of Physical Security Programs
Burkhardt, Paul G., Canberra to Bangkok
Burkhardt, Robert L., Amman to Diplomatic Telecommunications Service
Cabral, Kathryn A., Secretariat, Board of Examiners to Office of Under Secretary for Economic, Business and Agricultural Affairs
Carpenter, Paul S., Bonn to Cairo
Carter, Thomas, Pre-Assignment Training to Istanbul
Cecil, Charles O., Bureau of Administration, Information Management to African Affairs
Chamberlin, James W., Warsaw to Rome
Champ Jr., Lloyd E., Specialist Intake to Rome
Climan, Douglas P., Economic-Commercial Training to Luanda
Cohen, Roger N., Bonn to Budapest
Coley, Theodore Raymond, Pre-Assignment Training to San Salvador
Collins, Patricia Anne, Lome to Niamey
Concepcion, Robert, Madrid to Santo Domingo
Conord, Mark S., Diplomatic Security to Beirut
Copher, Everett A., Asuncion to Almaty
Covington, Ann, Office of Foreign Missions to International Organization Affairs, Administrative Services
Crowe, Rosemary L., Colombo to Majuro
Crowley, Shawn Patrick, Ottawa to Leipzig
Curry, William K., Budapest to Jakarta
Dailey-Calvillo, Dona, Bangkok to Caracas
Damour, Marie C., Nouakchott to Paris
Darlow, Laurie L., New Delhi to Djibouti
Darnielle, Barbara A., Rome to Ouagadougou
David, Florida C., Population, Refugees and Migration to Bureau of Personnel
Davis, Christopher Richard, Antananarivo to Language Training
Day, Frank H., Political-Military Affairs to Berlin
Dean, Nathaniel P., Merida to Political-Military Affairs
Decker, Karen Bernadette, Executive Secretariat to Sarajevo
Depoo, Dharamchand, Intelligence and Research to Port-of-Spain
Dickey, James E., Ouagadougou to Nairobi
Dolan, James E., Diplomatic Security to Rome
Dombi, Harry Joseph, Sanaa to Prague
Drain, Robert Wilder, Rome to Lome
Drexler, John B., Bamako to San Jose
Dumas, Sheila P., Vatican to Cotonou
Dunkerley, Craig G., Vienna to European Affairs, Office of Regional Political and Security Affairs
Dwyer, Patricia A., Tegucigalpa to Bureau of Personnel
Ebert-Gray, Catherine I., Canberra to Lome
Eckman, Vicki Cheryl, Career Mobility Program to Paris
Elliott, Catherine J., Jerusalem to Ashgabat
Emond, Richard Bernard, Tirana to Bureau of Administration, Information Management
Ennis, James P., Brazzaville to Paris
Erickson, Andrew S.E., Intelligence and Research to Panama
Esperdy, Michelle M., Paris to Damascus
Evans, Mark Robert, Pre-Assignment Training to Oslo
Ferguson, Mitchell, Pre-Assignment Training to Bogota
Fieser, Vianna Genell, Kingston to Budapest
Figuroa, Richard A., Moscow to Brussels
Finn, Robert Patrick John, Baku



CIENEGUILLA, Peru—At procurement workshop, top row, left to right: **Javier Santos** (Tegucigalpa); **Kevin Cheerangie** (Port-of-Spain); **Carmen Carrasco** (Panama City); **Fernando Maldonado** (Quito); **Gianinna Bernal** (Lima); **Ana Hirsh** (Santo

Domingo); **Denise Leming** (Carracas); **Patricia Campos** (Lima). Second row: **Patty Martin** (Lima); **Cecilia Prado** (Santa Cruz); **Lydia Novillo** (La Paz); **Hedy Salazar** (Lima); **Pierrette Alexandre** (Port-au-Prince); **Nancy Velasquez** (Quito); **Lucia Keegan** (San

Salvador); **Gladys Gines**; **Giovanna Brambilla** (Lima); **Celeste Anleu** and **Rossana Torres** (Guatemala City); **Imaculata Hamilton** (Nassau). Third row: **Juan Cruz** (Mexico City); **Mario Madueno**, **Guillermo Salkeld**, and **Carla Barreto** (Lima).

to Zagreb
Fitzgerald Jr., Edward W., Singapore to Canberra
Flatt, Shawn Eric, Pre-Assignment Training to Santo Domingo
Fleitman, Randolph H., Language Training to Seoul
Forsyth, George A., Port-of-Spain to Intelligence and Research
Francis, Judith D., Dakar to Special Domestic Assignment Program
Freden, Bradley A., Executive Secretariat to Office of South-Central Europe and Balkan Conflict
Friedman, David M., Paris to European Affairs
Friedman, Lara S., Executive Secretariat to Tunis
Fuhrman, Carol C., European Affairs to Brussels
Gabler, Bradley D., Lima to Brazzaville
Gallazzi, Joseph, Pre-Assignment Training to Asuncion
Garno, David L., Bangkok to Frankfurt
Garrison, Susan H., Language Training to St. Petersburg
Garverick, J. Robert, Oslo to Hong Kong

Gase, Roberta E., Buenos Aires to Tunis
Gorbett, Alton P., Quito to Brussels
Gralnek, Wendy A., East Asian and Pacific Affairs to Jakarta
Greene, James F., Lima to Quito
Gudjonsson, Mary T., Executive Secretariat to Bureau of Personnel
Gumbiner, Lawrence J., Managua to Inter-American Affairs
Halliburton, Suneta Lyn, Language Training to Moscow
Harold, Christine A., Manila to Madrid
Harrison, Carl D., Rabat to Diplomatic Security, Office of Investigations and Counterintelligence
Hatch, Lawrence A., Inter-American Affairs to Mexico City
Hatcher, Stuart M., Intelligence and Research to Language Training
Haynes, John D., Abu Dhabi to Naples
Hegstrom, Christopher, Nouakchott to Gaborone
Hertz, David R., Beijing to Bureau of Administration, Information Management

Hickman, Leslie R., Near Eastern Affairs to Office of Science, Technology and Health
Hodel, Gerard Thomas, Bogota to Madrid
Hoffman, Daniel N., European Affairs to Moscow
Howard, Linda S., Madrid to Caracas
Ingvoldstad, Kirk W., Bogota to Bureau of Administration, Information Management
Jasak, Stephen A., Moscow to Bureau of Administration, Information Management
Johnson, Mark Coolidge, Buenos Aires to Guatemala
Jones, Henry N., Beirut to Diplomatic Security, Atlanta Resident Office
Jordan, Elizabeth, Abu Dhabi to Naples
Kaneda, Robert James, Tokyo to Office of U.N. Political Affairs
Knight, James Alcorn, Banjul to Antananarivo
Korpi, Ryan F., Inter-American Affairs, Florida Regional Center to Lome
Kwiatkowski, Michel, Pre-Assignment Training to Caracas

Lambert, George G., Diplomatic Security to Sarajevo
Landberg, Christopher A., Santo Domingo to San Salvador
Lattig, Timothy K., European Affairs to Kiev
Lee, Susan, Inter-American Affairs to Kiev
Lee, Woo C., East Asian and Pacific Affairs to Language Training
Leoni, Mark A., Madrid to Ciudad Juarez
Light Jr., Frank Gristock, Vientiane to International Organization Affairs, Office of International Development Assistance
Lomanno, Frank J., Bangkok to Diplomatic Security, Office of Overseas Operations
Long, Patrick B., Bureau of Administration, Information Management to Hong Kong
Lopez, Clare M., Inter-American Affairs to Sofia
Ludeke, Marc A., Diplomatic Security to Lilongwe
Lumley, Harry Wayne, Rabat to Singapore
Mahon, Kathleen E., Jerusalem to Bureau of Administration, Information Management

- Marten, Thomas A.**, Language Training to Paris
- Martin, Barbara J.**, Vienna to N'Djamena
- Martinez, Mary F.**, Bandar Seri Begawan to Canberra
- Martinez, Valentino E.**, Belfast to European Affairs
- Martz, Marilyn L.**, Vienna to Beijing
- Mayer, Paul Overton**, Udorn to Hong Kong
- McLaughlin Jr., Archie**, Tel Aviv to Rio de Janeiro
- McClammy, Matthew E.**, Berlin to Rabat
- McCormick, John B.**, Brussels to Beltsville Communications Center
- McDonald, Scott D.**, Manila to Kingston
- McGaffey, Elizabeth B.**, Lisbon to Freetown
- McLaughlin Jr., Michael J.**, Bureau of Personnel to Bureau of Administration
- McLaughlin, Pamela J.**, Ankara to European Affairs
- McLean, Joseph G.**, Santiago to Havana
- Meer, Jeffrey A.**, International Organization Affairs to Office of Under Secretary for Global Affairs
- Miller, David Norman**, Inter-American Affairs to Political-Military Affairs
- Milliken, Karen M.**, Tegucigalpa to Economic and Business Affairs, Office of Bilateral Trade Affairs
- Monk, Amy Y.**, Moscow to Madrid
- Moreno, Luis G.**, Port-au-Prince to Panama
- Morris, Douglas Alan**, Moscow to Bureau of Personnel
- Mutch, Frank K.**, Lima to Panama
- Niebel, Jean McCall**, Sofia to Pretoria
- O'Connor, Edward W.**, Havana to Guatemala City
- Orbin Jr., Joseph John**, Rome to Bureau of Administration, Information Management
- Ortiz, Alberto**, Brussels to Harare
- Owen, Michael S.**, Karachi to Central African Affairs
- Page, Susan**, Shanghai to Language Training
- Patonai, Richard**, Manila to Paris
- Pelletreau, Nancy Leslie**, Assignments to Non-Governmental Organization to Consular Affairs
- Percival, Bronson E.**, Language Training to The Hague
- Peters, Bruce E.**, Doha to Inter-American Affairs, Florida Regional Center
- Piazzini-Campbell, Paula**, Guatemala to La Paz
- Plummer, Kenneth W.**, Monrovia to International Organization Affairs, Office of International Conferences
- Potash, Janet R.**, Kingston to Sofia
- Price, John T.**, Intelligence and Research to Office of South-Central Europe and Balkan Conflict
- Price, Lonnie J.**, Moscow to Diplomatic Security, Office of Security Technology
- Pursell, Jeffrey N.**, Mexico City to Diplomatic Security, Los Angeles Field Office
- Quinn, Celestine**, Bureau of Administration, Information Management to Karachi
- Quinn, Edward M.**, Bureau of Personnel to Karachi
- Ramirez, Sonia D.**, Warsaw to Guatemala
- Randall Jr., Thomas L.**, Bogota to Mexico City
- Reagan, Daniel L.**, Beijing to Bangkok
- Reynolds, Denis George**, Diplomatic Security to Seoul
- Ripley, Joseph M.**, Seoul to Maputo
- Robinson, Kathryn Dee**, Medan to Seoul
- Rockey, David T.**, Language Training to Bangkok
- Ryan, Mary K.**, Bureau of Personnel to Office of Foreign Buildings, European and Canadian Area
- Salzman, Michael E.**, European Affairs to Vienna
- Schacknies, Rosina**, Damascus to Rome
- Schenck, Charles C.**, Bureau of Administration, Information Management to Lilongwe
- Shaheen, Mark Andrew**, Pre-Assignment Training to London
- Spangler, Michael A.**, Trade Negotiations to European Affairs
- Spivey, Mark K.**, Kuala Lumpur to San Salvador
- Starr, Karen**, Gaborone to Executive Secretariat
- Stockbridge, Cynthia G.**, Nicosia to International Organization Affairs, Office of Peacekeeping and Humanitarian Operations
- Stocker, Carol K.**, Tunis to School of Language Studies
- Stromayer, Eric W.**, Executive Secretariat to Calcutta
- Sundet, Crystal J.**, Near Eastern Affairs to Bombay
- Tadie, Eugene Phillip**, Language Training to European Affairs
- Tanabe, Florence T.**, Bureau of Personnel to Berlin
- Tanequoot, Sue D.**, Damascus to Madrid
- Taylor, Merle E.**, Maputo to Addis Ababa
- Tharp, Peter J.**, La Paz to Panama
- Thomas, Kenneth Allan**, Oceans bureau to Pretoria
- Tilghman Jr., Joseph F.**, Santo Domingo to East Asian and Pacific Affairs
- Tipton, Peggy L.**, London to Rio de Janeiro
- Troy, Carl Frederick**, Windhoek to Visa Services
- Turner, Mary M.**, San Salvador to Warsaw
- Tyler, David A.**, Consular Affairs to International Organization Affairs, Office of International Development Assistance
- Ventre, Regina F.**, Amman to Near Eastern Affairs
- Walsh, James J.**, Buenos Aires to Diplomatic Security, Office of Security Technology
- Watson, Eunice K.**, Dar es Salaam to Nicosia
- Weiller, Matthew Alan**, International Organization Affairs to Bonn
- Weller, Anthony R.**, Bonn to Manila
- Wells, Donald Eugene**, Intelligence and Research to Language Training
- Whiteford, Ruth A.**, Near Eastern Affairs to Gaborone
- Whitt Murphy, Elizabeth P.**, Jeddah to Cairo
- Wiener III, Howard C.**, Cairo to European Affairs
- Wilkinson, Edward H.**, Bangkok to Bonn
- Wills, Charles R.**, Rabat to Rome
- Wilson, Nancy J.**, Berlin to Vienna
- Wood, Diana Elizabeth**, Hong Kong to Vancouver
- Zeya, Uzra S.**, Paris to Cairo
- Zuccarini, Joseph T.**, Abu Dhabi to Language Training
- without-pay status
- Cavanaugh, Deborah W.**, Nairobi
- Chalkley, Katherine J.**, Bureau of Administration, Information Management
- Day, Brenda S.**, The Hague
- Digennaro, Helen**, Leave-without-pay status
- Failla, Ann M.**, Bamako
- Fairchild, Brian P.**, Tokyo
- Farida, Strege**, Lagos
- Flannery, Laurence**, Leave-without-pay status
- Gomez, Geneva B.**, Asuncion
- Grainger, Shelley Roberts**, Mogadishu
- Greenfield, Ruth G.**, Kinshasa
- Hammit, Margaret**, Moscow
- Harris, Zara**, Leave-without-pay status
- Hayes, Angela Regina**, Bogota
- Johnson, Barbara J.**, Panama
- Jones, Maria G.**, Mexico City
- Kelley, Sheila B.**, Tunis
- Lambe, Margaret C.**, London
- Legrys, Maria Helena J.**, Warsaw
- Lowe, Terri S.**, Leave-without-pay status
- McNeal, Suzanne M.**, Montreal
- Mitchell III, Calvin A.**, National Security Council
- Pillsbury, Kimberly A.**, Frankfurt
- Reese-Poust, Robin G.**, Tokyo
- Reyes, Cruz Maria**, Caracas
- Roller, Teresa Diann**, Leave-without-pay status
- Rugh, William A.**, Near Eastern Affairs
- Salmon, Stephanie A.**, Guangzhou
- Sanchez, Nydia I.**, Managua
- Sharpe, Meredith Max**, San Salvador
- Steen, Catherine Ann**, Santiago
- Tocker, Heidi**, Udorn
- Tuttle, Leticia J.**, Madras
- Wingate, Patrick**, Moscow

Retirements

- Barrett, Christopher B.**, Ottawa
- Barrett, Frank J.**, Office of Retirement and Career Transition
- Bevis, Jimmy L.**, East Asian and Pacific Affairs
- Bowker, Donald G.**, Ottawa
- Brod, Vittorio A.**, International Narcotics
- Cary, Anne O.**, Casablanca
- Cella, Micaela A.**, Monrovia
- Clear, Taylor Jesse Edward**, Political-Military Affairs
- Cox, Steven L.**, Diplomatic Se-

curity, Office of Intelligence and Threat Analysis	Training	Palmer, Frederick S. , Bucharest	Streeb, Gordon L. , Diplomat-in-Residence
Cundiff, Carl C. , Economic and Business Affairs, Transportation	Jakubowski, Stanley P. , Singapore	Parker, Alan , Tel Aviv	Taylor, Clyde D. , Office of Inspector General
Danga, Karl Imants , Asmara	Jordan, Dan J. , Dhaka	Perito, Robert M. , International Narcotics	Thomas II, Charles H. , European Affairs
Dodd, James P. , Tokyo	Kemp, Larae Washington , Bridgetown	Proctor, Robert A. , Foreign Service Institute, Political Training	Wauchope, Keith L. , Bureau of Personnel
Duffy, Michael J. , East Asian and Pacific Affairs, Office of Executive Director	Kirby, Harmon E. , Office of Historian	Reid, James J. , Democracy, Human Rights and Labor	Williams, Dennis L. , Diplomatic Security, Office of Overseas Operations
Dunford, David J. , Near Eastern Affairs	Liebowitz, Alexander T. , Intelligence and Research	Reid, James R. , Office of Foreign Buildings, Real Property Management	Winder, Joseph A.B. , Intelligence and Research, Office of Economic Analysis
Erickson, L. John , Tokyo	Mahoney, Michael M. , Rome	Ritter, Dianna , Nairobi	Woertz, Bernard J. , Curacao
Evans, David Meredith , Bureau of Personnel	Malpass, Hanson R. , San Jose	Schifferdecker, Arnold P. , Secretariat, Board of Examiners	Wolf, John C. , Moscow Embassy Building Control Office
Gallup, Jeffrey C. , Lome	Marks, Edward , Defense Department	Schunter, Elaine Barbara , Nairobi	Wollemborg, Leo R. , Frankfurt
Gibson, Stephen R. , Inter-American Affairs	McCarthy, John T. , Office of Inspector General	Shostal, Pierre , Defense Department	Zweifel, David E. , Rio de Janeiro □
Hancock, Michael L. , Visa Services	Merritt, Mary G. , Canberra	Sindelar III, H. Richard , Monterey	
Hare, Charles R. , Language	Morley, Robert B. , Caracas		
	Nach, James P. , Dhaka		
	Ogden, Richard M. , Madrid		
	Otis, Terrell Reid , Stockholm		

Here are the 1995 Foreign Service promotion statistics

The Bureau of Personnel has prepared the following statistical summary of promotions granted on the basis of recommendations made by the 1995 selection boards. The data show the number of members who competed, the number promoted and the percentage of those who competed and were promoted. Additionally, the data give the average time-in-class and length of service of employees eligible to compete for promotion, and those promoted. Readers should note, the bureau said, that the data have little significance for competition

groups with relatively small numbers of promotion opportunities.

The data are organized mainly by class and primary skill code (i.e., functional field for generalists and occupational category for specialists). Multifunctional promotions of generalists in classes FE-OC, 01, 92 and 03 are shown in separate groups by cone. A summary explanation of the groups at each level is provided below; detailed information may be obtained from the 1995 selection board precepts.

Competition groups	Number competed	Number promoted	% promoted	Average time-in-class of competed	Average time-in-class of promotees	Average length of service competed	Average length of service promotees
FEMC to FEMC (classwide competition of all eligible officers)							
Administrative generalist	34	0	0.0	6.1	0.0	24.9	0.0
Consular	12	0	0.0	5.3	0.0	27.5	0.0
Economic	59	1	1.7	6.0	7.0	27.4	28.0
Political	106	0	0.0	6.1	0.0	29.2	0.0
Labor officers	2	0	0.0	4.0	0.0	33.5	0.0
Psychiatrist	3	0	0.0	7.3	0.0	15.0	0.0
Security officers	3	0	0.0	5.3	0.0	27.3	0.0
Medical officers	4	0	0.0	10.8	0.0	18.5	0.0
Science officers	1	0	0.0	6.0	0.0	29.0	0.0
TOTAL	224	1	0.4	6.1	7.0	27.6	28.0
Generalist FEOC to FEMC (classwide competition of all eligible officers and competition by cone)							
Administrative generalist	48	2	4.2	4.4	4.0	21.5	22.5
Consular	42	1	2.4	4.3	3.0	23.9	21.0
Economic	59	4	6.8	4.4	4.3	22.5	18.0
Political	107	7	6.5	4.4	4.6	23.8	22.4
Labor officers	2	0	0.0	4.5	0.0	31.5	0.0
Science officers	6	0	0.0	4.8	0.0	19.7	0.0
TOTAL	264	14	5.3	4.4	4.4	23.1	21.2
FS-1 to FEOC (multifunctional competition of all eligible officers and competition by cone; eligibles include only those requesting threshold review)							
FUNCTIONAL PROMOTIONS							
Administrative generalist	102	8	7.8	6.2	5.3	20.1	18.1
Consular	72	5	6.9	6.5	7.6	21.9	21.8
Economic	78	6	7.7	6.4	6.8	21.3	20.3
Political	160	7	4.4	5.7	5.3	20.6	19.1
Labor officers	3	1	33.0	8.3	11.0	24.0	16.0
Science officers	8	1	13.0	5.0	5.0	15.8	5.0

PERSONNEL: FOREIGN SERVICE

Competition groups	Number completed	Number promoted	% competed promoted	Average time-in-class of competed	Average time-in-class of promotees	Average length of service completed	Average length of service promotees
MULTIFUNCTIONAL PROMOTIONS							
Administrative generalist	19	2	10.5	5.6	5.5	18.4	15.5
Consular	38	3	7.9	6.8	8.3	21.1	21.7
Economic	37	4	10.8	6.8	5.8	21.1	16.8
Political	100	6	6.0	5.9	6.7	20.0	19.8
Labor officers	2	0	0.0	7.0	0.0	20.5	0.0
Science officers	2	0	0.0	5.5	0.0	20.0	0.0
TOTAL	438	43	9.4	5.9	6.3	20.1	19.4
<i>A number of officers were competed functionally and multifunctionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multifunctionally in the first session, he or she was not competed functionally in the second session.</i>							
FS-2 to FS-1 (multifunctional competition of all eligible officers and competition by cone)							
FUNCTIONAL PROMOTIONS							
Administrative generalist	140	12	8.6	5.8	5.9	15.7	14.0
Consular	142	7	4.9	6.3	6.4	17.5	13.6
Economic	155	10	6.5	5.4	5.9	14.5	14.7
Political	216	11	5.1	5.4	6.1	15.5	15.4
Science officers	5	1	20.0	4.2	5.0	12.4	12.0
MULTIFUNCTIONAL PROMOTIONS							
Administrative generalist	35	3	8.6	6.7	8.3	15.7	17.3
Consular	63	14	22.2	6.3	6.6	15.8	16.1
Economic	23	3	13.0	5.5	5.7	16.9	17.0
Political	69	16	23.2	5.8	5.3	15.7	13.9
TOTAL	694	77	11.1	5.3	6.1	14.9	14.9
<i>A number of officers were competed functionally and multifunctionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multifunctionally in the first session, he or she was not competed functionally in the second session.</i>							
FS-3 to FS-2 (multifunctional competition of all eligible officers and competition by cone)							
FUNCTIONAL PROMOTION							
Administrative generalist	134	19	14.2	4.5	4.4	10.2	10.7
Consular	127	13	10.2	5.2	5.0	11.1	11.3
Economic	125	18	14.4	4.3	4.7	9.1	8.7
Political	186	22	11.8	5.0	6.0	10.1	10.7
Science officers	2	2	100.0	6.5	6.5	13.0	13.0
MULTIFUNCTIONAL PROMOTIONS							
Administrative generalist	50	8	16.0	4.4	4.4	9.7	9.9
Consular	65	12	18.5	4.8	4.9	9.9	9.7
Economic	45	3	6.7	4.7	6.3	9.2	12.0
Political	80	7	8.8	4.5	4.9	9.5	10.3
TOTAL	604	104	17.2	4.6	5.1	9.6	10.3
<i>A number of officers were competed functionally and multifunctionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multifunctionally in the first session, he or she was not competed functionally in the second session.</i>							
FS-4 to FS-3 (tenured junior officers competed classwide: FP generalists competed by cone or administrative subfunction)							
Administrative generalist	71	25	35.2	3.9	4.0	5.5	5.2
Consular	86	13	15.1	3.7	3.6	5.5	5.7
Economic	63	29	46.0	3.4	3.3	5.1	5.1
Political	69	28	40.6	3.8	3.5	5.4	5.1
Unconed	166	33	19.9	2.3	2.5	4.3	4.2
TOTAL	455	128	28.1	3.2	3.3	5.0	5.0
Specialists FEOC to FEMC (competed by occupational category)							
Psychiatrist	1	0	0.0	3.0	0.0	7.0	0.0
Security officer	14	1	7.1	4.6	6.0	22.4	28.0
Information management	3	1	33.3	3.0	2.0	29.0	29.0
Construction engineer	4	0	0.0	7.0	0.0	16.0	0.0
Medical officers	10	2	20.0	4.3	7.5	9.5	12.0
TOTAL	32	4	12.5	4.7	6.0	17.8	20.5
FS-1 to FEOC (eligibles include only those requesting threshold review)							
Communications electronics	1	0	0.0	2.0	0.0	25.0	0.0
Information management	13	2	15.4	4.7	4.0	25.2	21.5
Diplomatic courier	1	0	0.0	4.0	0.0	29.0	0.0
Psychiatrist	3	1	33.3	3.7	4.0	3.7	4.0
Security officer	36	1	2.8	5.5	3.0	20.1	17.0

Competition groups	Number completed	Number promoted	% completed promoted	Average time-in-class of completed	Average time-in-class of promotees	Average length of service completed	Average length of service promotees
Security engineer	8	0	0.0	6.6	0.0	18.6	0.0
Construction engineer	7	1	14.3	5.4	5.0	9.6	9.0
Medical officers	7	3	42.9	4.7	5.7	4.7	5.7
Narcotics	1	0	0.0	9.0	0.0	9.0	0.0
TOTAL	77	8	10.4	5.4	5.0	17.9	11.8
FS-2 to FS-1							
Finance	33	5	15.2	6.8	5.4	15.6	16.4
Personnel	9	2	22.2	5.0	4.0	22.7	28.0
General services	14	2	14.3	5.5	6.0	22.7	26.0
Information management	62	6	9.7	4.2	3.8	18.4	13.8
Communications electronics	11	1	9.1	4.4	3.0	18.7	16.0
Diplomatic courier	3	0	0.0	3.7	0.0	29.0	0.0
Security officer	128	7	5.5	6.3	7.1	17.1	17.1
Facilities maintenance	5	2	40.0	3.0	3.0	7.4	9.0
Security engineer	34	1	2.9	5.4	4.0	11.1	12.0
Construction engineer	11	3	27.3	4.9	5.0	8.4	8.3
Nursing	8	0	0.0	8.3	0.0	22.0	0.0
Narcotics	5	1	20.0	7.8	4.0	8.4	6.0
TOTAL	323	30	9.3	5.7	5.2	16.7	15.8
FS-3 to FS-2							
Finance	31	9	29.0	3.9	4.1	6.5	7.2
Personnel	12	5	41.7	3.9	3.6	15.6	15.0
General services	29	6	20.7	4.1	3.7	13.4	11.8
Information management	59	19	32.2	4.3	3.9	15.7	16.3
Communications electronics	46	2	4.3	6.5	5.5	14.8	13.0
Diplomatic courier	11	1	9.1	3.8	2.0	24.9	8.0
Security officer	143	20	14.0	3.8	3.9	9.4	9.0
Security engineer	26	13	50.0	3.5	3.1	7.8	7.0
Facilities maintenance	10	3	30.0	2.8	2.7	3.2	4.0
Construction engineer	8	4	50.0	4.1	5.3	5.5	6.3
Medical technician	4	0	0.0	9.5	0.0	18.5	0.0
Nursing	14	0	0.0	6.4	0.0	11.9	0.0
Secretaries	14	0	0.0	4.6	0.0	26.6	0.0
Narcotics	2	1	50.0	4.5	4.0	4.5	4.0
TOTAL	409	83	20.3	4.4	3.9	12.0	10.5
FS-4 to FS-3							
Finance	2	1	50.0	6.0	2.0	11.0	12.0
Personnel	8	4	50.0	2.9	2.0	18.0	16.8
General services	39	10	25.6	5.0	5.1	8.0	9.0
Information management	106	29	27.4	3.8	3.4	16.3	13.9
Communications electronics	66	7	10.6	3.9	4.4	6.7	7.6
Diplomatic courier	19	2	10.5	5.6	6.0	19.2	25.0
Security officer	184	44	23.9	3.4	4.5	6.5	8.0
Security engineer	10	4	40.0	2.9	3.3	4.6	3.8
Facilities maintenance	9	3	33.3	2.4	3.0	2.7	3.0
Medical technician	1	1	100.0	5.0	5.0	7.0	7.0
Nursing	11	4	36.4	2.6	3.5	3.5	5.0
Secretaries	13	2	15.4	6.4	7.5	26.2	33.0
TOTAL	468	111	23.7	3.9	4.2	10.0	10.4
FS-5 to FS-4							
Information management	226	43	19.0	3.3	3.0	8.9	8.5
Secretaries	152	15	9.9	4.4	6.9	16.8	20.1
FS-6 to FS-5							
Secretaries	220	30	13.6	4.4	5.2	10.9	11.6
FS-7 to FS-6							
Secretaries	227	39	17.2	3.3	3.1	4.9	4.8 ■

Book review: 'Embassies under Siege'

By MICHAEL J. METRINKO

The author of this review "lost" his first post when he was principal officer in Tabriz, Iran, in 1979; he was jailed after the embassy was overrun. Later that year, he helped "lose" Embassy Tehran. He's now in the Bureau of Population, Refugees and Migration.

"Embassies under Siege: Personal Accounts by Diplomats on the Front Line" fills an important gap in the literature of diplomacy, with its accounts of how a variety of Foreign Service posts handled crises in their existence.



Mr. Metrinko

Unfortunately, with minor exceptions, the quality of writing is so typically that of the State Department that the layman will be unlikely to get past the first few pages. A series of what can best be termed "briefing memos" does not do justice to these very dramatic episodes in State Department history.

The accounts cover a brief and recent span of time, from the shutdown of Embassy Kampala in 1973 up to the crisis in Mogadishu in 1991. While it is evident that these events deeply affected the authors, and in some cases marked turning points for U.S. relations abroad, it is unfortunately also true that most remain unknown to the public at large, and have been forgotten within the Department itself.

The various accounts raise the vital question of what an embassy is, and why they are maintained overseas. The striking part of these stories is that there seems to be no uniform answer, and that several of the authors apparently did not ask themselves the question at all.

The presence of American communities overseas is also handled very differently in these accounts, from the chilling decision by Embassy Kampala to delay informing American residents "until

closer to the end" that is was closing (even though mission staffers were already packing their household effects), to the extraordinary cooperation and assistance extended in both directions between the Embassy Beirut staff and the general expatriate community.

The presence of resident Americans overseas is a prime reason the Foreign Service exists, and "protection of American citizens" is the ultimate basis for all the operational trappings, housing compounds and congressional delegations which we think of as embassy business. For good or bad, the local American-citizen community affects both U.S. foreign policy and day-to-day operations of our overseas posts.

Another vital question which gets mixed treatment is our relationship to our Foreign Service national staffs. The final paragraph in James Bishop's account of the evacuation from Mogadishu should be required reading, especially for the many thousands of nationals who serve our interests overseas. It will show them in the coldest terms how unlikely Washington is to care what happens to them in a crisis.

One wonders how many other nationals have been killed in the service of the United States, and why there is no memorial to them to match our own marble plaques. In several of the accounts, the presence of nationals was not even mentioned, as though the fate of our colleagues is a simple personnel matter involving pay and time cards, and the real questions of their lives and security are of no more concern to us once they have packed our household effects.

Several of the authors rightly emphasized the impact of the U.S. media and domestic politics on how crises are handled overseas. Vic Tomseth put it most succinctly when he noted the consequences for Embassy Tehran, and William Walker's account of its effect on events in San Salvador was fascinating. With far more decision-makers in the government watching CNN than reading Department reporting, embassy influence on political decisions that affect the lives of post personnel can become very thin.

Who should read this book? Despite its shortcomings, which may be valuable in themselves insofar as they reflect who we are and how we think in the Foreign Service, the personalized accounts provide a large amount of common-sense advice.

No two crises will be the same, but there are recurrent themes. Even the foolishness can be repeated.

Personal stories and vignettes of experience are far more easily remembered when it counts than turgid bureau guidelines, and these accounts reveal both the heroic and the shameful.

Both should be remembered. There are a number of countries where we can expect to have similar crises in the fairly near future, and many more of us will face these events in our careers. ■

These are the diplomats who told their stories

"Embassies under Siege" is an Institute for the Study of Diplomacy (Georgetown University) book—192 pages. Under cloth cover, it's available from the institute, Washington, D.C. 20057-1052, for \$21.95 plus \$4 postage and handling. Its 10 chapters are:

—"Embassies at Risk: Learning from Experience" by Joseph G. Sullivan.

—"Crisis Avoidance: Shutting Down Embassy Kampala, 1973" by Robert V. Keeley.

—"Crisis After Crisis: Embassy, Tehran, 1979" by Victor L. Tomseth.

—"The Murder of Ambassador Dubs, Kabul, 1979" by James E. Taylor.

—"Attack on the U.S. Embassy in Pakistan, 1979" by Herbert G. Hagerty.

—"The Bombing of Embassy, Beirut, 1983" by Richard M. Gannon.

—"The FMLN's 'Final Offensive,' San Salvador, 1989" by William G. Walker.

—"Saddam's Siege of Embassy Kuwait: A Personal Journal" by Barbara K. Bodine.

—"Evacuation During Civil War, Liberia, 1990" by Dennis C. Jett.

—"Escape from Mogadishu" by James K. Bishop. □

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BUREAUNOTES

THE SEVENTH FLOOR

Office of the Secretary

SECRETARY CHRISTOPHER traveled to Wright-Patterson Air Force Base, Dayton, Oh., November 10, for the signing of the Bosnia peace agreement with the Serbian, Bosnian and Croatian presidents ... He traveled to Madrid, Spain, December 1-4, to participate in the U.S.-European Union summit, and for the signing of the Trans-Atlantic Declaration, and proceeded to Brussels, December 4-6, for the National Atlantic Cooperation Council ministerial. □

Office of the Under Secretary for Political Affairs

Under Secretary PETER TARNOFF traveled to Norfolk, Va., November 2, to address members of the World Affairs Council at Virginia Wesleyan College, and traveled to New York, November 15, to address the Council on Foreign Relations ... He accompanied the President to England, Ireland and Germany, November 28-December 2. □

Office of the Under Secretary for Global Affairs

Under Secretary TIMOTHY E. WIRTH led the U.S. delegation to the second con-



SEVENTH FLOOR—Under Secretary Timothy E. Wirth presents a Meritorious Honor award to Jonathan Farrar, right.

ference of the parties to the convention on biological diversity, in Jakarta, Indonesia, November 14-19. Although the Senate has not ratified the treaty and the United States is not a member, the U.S. delegation was described by the office as a vigorous participant in the meeting—promoting global conservation and protecting U.S. economic interests ... Mr. Wirth visited U.S. research facilities in the Antarctic, which are considered vital to global environmental research and the prevention of disputes among claimants to Antarctic territories.

GRACIA HILLMAN, senior coordinator for international women's issues, was in Davenport, Io., November 10, to speak to participants at a "Bringing Beijing Back: Local Actions and Global Strategies" conference, sponsored by the Stanley Foundation.

On December 2 she spoke at a conference, "Beyond Beijing: Plans of Action," at Temple University, Philadelphia. The event was sponsored by the On the Road to Beijing-Philadelphia delegation, comprised of some 150 persons from Greater Philadelphia who attended the Fourth World Conference on Women in Beijing and the related nongovernmental organization forum. □

Office of the Under Secretary for Arms Control and International Security Affairs

Under Secretary LYNN DAVIS led the U.S. delegation to the small-arms group meeting in London, November 13 ... She met with the Russian deputy foreign minister in London as part of a continuing series of meetings ... Following her London meetings, she traveled to The Hague for New Forum discussions. JAMES P. TIMBIE accompanied her to London.

On November 29 she addressed the Foreign Correspondents Association on "Combating Nuclear Smuggling" ... She delivered the luncheon address to the Women's National Democratic Club, speaking on world leadership for the 21st century: the role of the United States. □

Policy Planning Staff

JAMES B. STEINBERG, director, accompanied the Secretary, November 13-21, to Osaka, Japan, for the Apec ministerial, and to Wright-Patterson Air Force Base, to participate in the Bosnia proximity peace talks.

Special assistant BILL ANTHOLIS participated in a conference, November 2-3, on "Global Security Beyond 2000: Global Population Growth, Environmental Degradation, Migration and Transnational Organized Crime." The conference was hosted by the University of Pittsburgh's Center for West European

Studies, and sponsored by the German Marshall Fund, the European Commission, and the U.S. Mission to that organization.

Member MIRIAM SAPIRO served on the U.S. delegation to the Bosnia talks held at Wright-Patterson, October 31-November 21 ... Member WILLIAM BREER spoke on U.S.-Japanese relations to a Columbia University seminar, November 9, and to the Asian area studies class at the National Foreign Affairs Training Center, November 30 ... Member YVONNE THAYER was opening speaker at the seventh Latin American conference at the School of the Americas, Fort Benning, Ga. The conference theme was multilateral peacekeeping operations ... Ms. Thayer spoke at an Association of Professional Schools of International Affairs panel, on negotiation for visiting international affairs fellows from the Czech Republic, Poland and Russia, November 28 ... She participated in the Lawyers Committee for Human Rights' "Human Rights and Foreign Policy Project," November 29-30, and in the U.S. Institute of Peace program on "Managing Conflict in Complex Emergencies," in Wintergreen, Va. November 30-December 6.

The staff welcomed new member MICHELE DUNNE, on loan from the Bureau of Intelligence and Research. Her previous assignment was as deputy national intelligence officer for the Near East and South Asia at the National Intelligence Council. □

Secretary's Open Forum

On November 2 Open Forum chairman ALAN LANG addressed the Thursday Luncheon Group, at the Foreign Service Club, on "Fulfilling the Promise of the Secretary's Open Forum." ... On November 3 he presented DAVIS B. BOBROW of the University of Pittsburgh Graduate School of Public and International Affairs, who delivered the 1995 Matthew B. Ridgway lecture on international security studies, discussing the interaction of emerging security threats, such as environmental degradation, population growth, migration and crime, in the context of "The Participation Revolution in International Security Affairs." RALPH EARLE II, deputy director, Arms Control and Disarmament Agency, delivered welcoming remarks. This off-the-record session was cosponsored by the Open Forum distinguished lecture series planning committee and the forum working group on international security studies ... On November 9, the forum and the Foreign Affairs Employees' World War II Commemorative Committee sponsored a "Salute to Veterans," featuring PETER TARNOFF, under secretary for political affairs; BROADUS N. BUTLER, a scholar and human rights activist who served with the 332nd Fighter Group, U.S. Army Air Force ("The Tuskegee Airmen"); EDWARD J. DERWINSKI, former member of Congress and former Secretary of the Department of Veterans Affairs; and JOHN H. CRAVEN, Chaplain

Corps (retired), a veteran of the Iwo Jima campaign. □

Protocol Office

Protocol chief MOLLY RAISER and the assistant chief for visits, MARY MEL FRENCH, traveled to Israel with PRESIDENT and MRS. CLINTON to attend the funeral of Prime Minister YITZHAK RABIN ... Ms. Raiser greeted QUEEN BEATRIX of the Netherlands, at the White House ... She advanced the President's trip to the United Kingdom and Ireland ... Ms. French accompanied the President to the United Kingdom ... Special assistant JENNIFER CURLEY went with the presidential delegation to Ireland and Northern Ireland ... Deputy chief FRED DuVAL swore in three new ambassadors, from Benin, Ghana and Madagascar.

The assistant chief for ceremonies, JOAN BALDRIDGE, and ceremonials staffers APRIL GUICE, DELILAH LILLY, KIM TOWNSEND and RICK PAULUS, coordinated the following events: a reception hosted by deputy secretary for the town meeting cosponsored by the Department in the Benjamin Franklin Room; a luncheon hosted by the Secretary in honor of TAKAKAZU KURIYAMA, ambassador of Japan, in the James Madison Room; and a dinner hosted by the deputy secretary and BROOKE SHEARER in honor of PAAVO LIPPONEN, prime minister of Finland ... The Blair House staff assisted in the preparation and execution of the dinner honoring the Finnish prime minister.

Ms. French and the visits section coordinated the following visits: Deputy chief EVE WILKINS, the prime minister of Bosnia and Herzegovina; MARIA SOTIROPOULOS, the foreign minister of Iceland; TANYA TURNER, Queen Beatrix and PRINCE CLAUS of the Netherlands; PATRICK DALY, the foreign minister of Switzerland and the prime minister of Finland; and LAURA WILLS, the prime minister of Croatia ... CHRISTINE HATHAWAY provided support at the proximity peace talks at Wright-Patterson Air Force Base ... Press officer MARY MASSERINI handled the press. □

ADMINISTRATION

Office of Operations

Office of Overseas Schools: The office has received word that the American international school of N'Djamena will be closed at the end of this academic year. The decreased American presence in Chad has led to reduced enrollment at the school (under 20 students), making it unfeasible to continue to operate it, the office said. KEITH D. MILLER, regional education officer for Africa, has been in contact with post and school officials and will

assist in the closing process, as well as with education of the remaining school-age dependents ... The Association of International Schools in Africa held four conferences for teachers and administrators of overseas schools. Keynote presentations and workshops covered topics such as instruction in small schools, teaching special-needs students, school accreditation, school-to-school partnership and teacher certification. On the program was the counseling institute directed by ELIZABETH VERMEY, admissions director at Bryn Mawr College and member of the College Board Overseas Schools Project. The Institute, in Johannesburg, brought together 15 guidance counselors from high schools throughout Africa for four workshops on aspects of counseling in overseas schools ... Ms. Vermevy participated in a college night at the international school of Johannesburg, where parents and students discussed concerns about the college admission process ... BEATRICE CAMERON, regional education officer for South America, participated in the annual fall administrators and teachers conference in Lima, Peru, sponsored by the Association of American Schools in South America. Over 250 administrators, counselors, and teachers attended. Ms. Cameron and LOUISA MOATS, a clinical psychologist specializing in dyslexia, met with embassy families with special-needs children. They consulted with the families, providing individual student plans, and conducted follow-up meetings with the schools regarding modifications to the school programs to meet the children's needs ... More than 380 overseas teachers, administrators and school board members attended the annual educators' conference of the Association of American Schools of Central America, Colombia, the Caribbean and Mexico, in Puerto Vallarta, Mexico, October 25. The keynote speech by the U.S. ambassador to Mexico, JAMES JONES, addressed the achievements of students in assisted schools, whose S.A.T. and advanced placement scores are reported to be high and who are admitted to leading state and private colleges and universities in the United States ... SALVATORE RINALDI, regional education officer for Central America, conducted a workshop based on the "Basic School," a national report by the Carnegie Foundation for the Advancement of Teaching, which emphasizes the importance of reading, writing, arithmetic, the community and events in the community. During the spring, staffers from the foundation will work with schools in Central America, Colombia, the Caribbean and Mexico, on implementation of the principles of the report.

Office of Language Services: Director HARRY OBST, translating chief MARY BIRD, general section unit chief BRIGITTE LENT and translator DONNA SANDIN attended the annual conference of the American Translators Association, in Nashville, November 8-11 ... Russian translator YURI

SHKEYROV has joined the staff ... Chief Interpreter STEPHANIE VAN REIGERSBERG led a team of interpreters to New York for the U.N. General Assembly. They included VIVIAN CHANG, DOREEN JACKSON, PETER AFANASENKO, DIMITRY ZARECHNAK, GISELA MARCUSE, BARBARA PHILLIPS and conference reporter FRED KUYATT ... Ms. Van Reigersberg returned to New York later in October for the celebration of the U.N. 50th anniversary, with a team including Ms. Chang, JOHN CAEMMERER and KYRILL BORISSOW ... PATRICIA ARIZU led a team of interpreters, including Ms. Phillips, GUILLERMO BASERVA and MARCEL BOUQUET, to South America with first lady HILLARY RODHAM CLINTON ... CAROL WOLTER oversaw interpreting at Wright-Patterson Air Force Base in Dayton. Other team members included ERIC GINSBERG, Mr. Bouquet, NICK SOMERKIN and ALEC TOUMAYAN ... Interpreter GAMAL HELAL accompanied the Secretary to the Middle East for the Amman summit ... Ms. Jackson, Ms. Chang, FUMIKO GREGG, FRANCIS SEEDS, TONG KIM and RU MEEMSESKUL assisted VICE PRESIDENT GORE and the Secretary during the Apec meeting in Japan.

Office of Information Management

Office of Information Services: Director EDWARD B. WILSON gave presentations and overviews to Washington Tradecraft participants in October and November. The briefings gave returning overseas attendees an overview of the organization, its goals and initiatives. All aspects of the new state-of-the-art on-line automated system were covered in detail, especially its expanded research capabilities ... Mr. Wilson highlighted the new Windows version of Infoexpress, and the feedback his office has received from its customers. Participants were told that most major hard-copy information (forms, guides, post reports, Foreign Affairs Manual volumes, and other documents) is now easily accessible through the use of CD-ROM. □

AFRICAN AFFAIRS

Office of the Assistant Secretary: To revitalize the "Lusaka protocol" between the government of Angola and the insurgency movement Unita (National Union for the Total Independence of Angola), the assistant secretary, GEORGE E. MOOSE, held talks in early November with President JOSE EDUARDO DOS SANTOS and Unita leader JONAS SAVIMBI. The latter consequently agreed to begin quartering Unita troops in the United



WINDHOEK, Namibia—On embassy cycling team, from left: *David Duke* (program flight trainer), *Robert Bruton* (consular officer), *Kathy Peterson* (deputy chief of mission), *DeeDee Smith-Mazel* (wife of political officer).

BAMAKO, Mali—Chargé *Carolee Heilman* with the Malian minister of justice, *Cheickna Kamissoko* (in hat), Major *Stephen Castlen*, and political/economic officer *William Fitzgerald*, right.



Coalition for Africa "Conference on Africa's Future and the World; in Maastricht, the Netherlands, November 25-28.

Principal deputy assistant secretary **PRUDENCE BUSHNELL** organized an October 30 offsite for Africa bureau directors, to set objectives for the new fiscal year ... Ms. Bushnell was a discussant on a November 30 Worldnet to Nairobi and Kampala, commemorating International A.I.D.S. Awareness Day. Her explanation of U.S. A.I.D.S. policy generated calls from 11 African countries. She also spoke to a contingent of visitors from the Center for African Women.

The deputy assistant secretary for economic affairs, **REGINA BROWN**, spoke on "U.S. Policy towards South Africa," at the November 3 "Conference for South African Development Community Ambassadors," hosted by the Eli Lilly Corp. in Indianapolis. Representatives from 200 businesses were in attendance ... Ms. Brown participated in a November 16 conference at the World Bank on

"Breaking the Glass Ceiling."

The deputy assistant secretary for bilateral affairs, **WILLIAM TWADDELL**, traveled to five African countries (Central African Republic, Chad, Cameroon, Sao Tome and Principe, and Zaire) in early November. He met with Central Africa Republic President **ANGE PATASSE**, Chadian President **IDRISS DEBY**, **MIGUEL TROVOADA** and government and opposition leaders in Zaire and Cameroon. At each stop, he encouraged his interlocutors to promote democracy in their countries by holding regular democratic elections ... Before leaving Africa, he held a mini-chiefs of mission summit with Ambassadors **WILLIAM C. RAMSAY** (Congo) and **DANIEL SIMPSON** (Zaire) at Stanley Pool, an inland pool on a sandbar in the middle of the Congo/Zaire River ... He represented the Department at the November 30 African-American Institute's annual awards dinner, which honored **BISHOP TUTU** from South Africa.

Office of Central African Affairs: Ambassador **ROBERT KRUEGER** (Burundi) and ambassadors-designate **ROBERT GRIBBIN** (Rwanda) and **CHARLES TWINING** (Cameroon and Equatorial Guinea) visited the office on consultations ... Ambassadors **MOSINA JORDAN** (Central African Republic), **ELIZABETH RASPOLIC** (Gabon and Sao Tome and Principe) and **DANIEL SIMPSON** (Zaire) departed for their posts to present credentials. □

CONSULAR AFFAIRS

Front Office: The bureau welcomed **RUTH A. DAVIS**, who arrived December 4 to be principal deputy assistant secretary. She had been ambassador to Benin.

Overseas Citizens Services: From December 3-9 **GRACE MICHAUD**, Near East and South Asia Division, Office of American Citizens Services, participated in Marine Corps special-operations capabilities exercises at Camp Lejeune, N.C.

Office of the Executive Director: On November 20-21 **THEODORE STRICKLER**, executive director, and **JOHN ARNDT**, management analyst for Europe and Canada, led a team of four Mitre Corp., representatives on a visit to the U.S. consulate general in Toronto, as part of a consular cost study that will lead to revision of the consular schedule of fees ... **JOHN MERCER**, project officer, has co-authored an article for the Tappi Journal, "Advancing Through Cooperation in Printing and Graphic Arts." ... He delivered a presentation on "Specification and Analysis of Materials for Highly-Secured Documents," at a product and image security conference at the Hyatt Regency in Crystal City, Va.

Passport Services: On November 16 **TERESA BOBOTEK**, regional director, Seattle, on



CONSULAR AFFAIRS—Acting assistant secretary *Donna Hamilton* presents **John Jacob Rogers Award** to *Michael L. Hancock* on his retirement from the Foreign Service. He was associate director in Visa Services.

met with **JOSEPH MOORE**, Immigration and Naturalization Service, in Seattle, and **JOHN GAFFNEY**, a consular officer on home leave from Manila. They discussed trends in passport and visa fraud and the increase in naturalizations, resulting in greater passport issuances.

Fraud Prevention Programs: **H. PABLO BARREYRO** participated in a consular workshop in Abidjan and provided antifraud training to employees of Ghana Airways in Accra ... He addressed Latin American senior journalists on international alien smuggling ... From November 1-9 **SCOTT ROHLF** led an inter-agency team to El Salvador, Costa Rica, Ecuador and Venezuela, to discuss alien-smuggling issues with embassy and government officials. The group previously visited Guatemala, Honduras and Panama ... On November 29 **MARY ALICE NOYES** provided antifraud training for document examiners at the Maryland Department of Motor Vehicles in Annapolis ... She conducted training for Immigration and Naturalization Service inspectors at the Federal Law Enforcement Training Center in Glynco, Ga., December 5.

Public Affairs and Policy Coordination: **ELIZABETH SOYSTER** joined the office on December 11. She was chief of the Near East and South Asian Division, American Citizens Services ... **KATINA BLAKE** left the office, December 8, to assume duties in the Records Services Division, Passport Services. □

DEMOCRACY, HUMAN RIGHTS AND LABOR

On November 2 Assistant Secretary **JOHN SHATTUCK** traveled to Dayton to participate as part of the U.S. negotiating team in the Bosnia peace talks ... On November 2-4, accompanied by deputy assistant secretary-designate **GARE SMITH**, he traveled to San Francisco to participate in panel discussions at the Business for International Responsibility conference. Mr. Shattuck addressed the relationship between U.S. business ventures and the promotion of human rights in China. Mr. Smith discussed child-labor issues and implementation of **PRESIDENT CLINTON's** model business principles ... On November 6-12 Mr. Shattuck visited Zagreb, Croatia, and cities in Bosnia in the search for missing persons, detainees and prisoners of war, and to oversee the initial stages of an agreement on the return of displaced persons ... On November 13-22 he returned to Dayton to continue his participation in the peace talks ... On November 27 he hosted a briefing to discuss his Bosnia trip and the U.S. role in the implementation process ... On November 30 he flew to New York to deliver a speech before the U.N. General Assembly Third Committee, highlighting past and future activities of the U.N. high commissioner for human rights.

On November 8 acting deputy assistant secretary **STEVE COFFEY** testified before the

House subcommittees on international operations and human rights and on Asia and the Pacific, concerning the human rights situation in Vietnam ... On October 24-25 the deputy assistant secretary-designate for international labor and external affairs, Mr. Smith, attended the A.F.L.-C.I.O.'s 21st constitutional convention at the Sheraton New York Hotel, at which **JOHN SWEENEY** was elected president ... On November 8-14 Mr. Smith attended the International Labor Organization's governing-body meeting in Geneva, Switzerland, where he introduced President Clinton's model business principles and discussed other steps the administration has taken to implement ethical business practices.

On November 6 **GEORGE LISTER**, senior policy adviser, discussed human rights and U.S. foreign policy with participants attending the convention of the Jewish Community Centers Association, in Washington.

On November 8 **PAUL HILBURN**, director, Office of International Labor and External Affairs, traveled to Cincinnati to address a symposium sponsored by the Y.M.C.A. international education committee and the University of Cincinnati, on international worker rights issues and the social role of American multinational corporations.

The bureau welcomed **ALEX ARRIAGA**, formerly a member of the staff of Representative **THOMAS LANTOS**, as nongovernmental and congressional affairs liaison officer. □

DIPLOMATIC SECURITY

Diplomatic Security Service

Office of Intelligence and Threat Analysis: The following analysts presented threat overviews at the Overseas Security Advisory Council annual briefing, November 8: **AL HICKSON** (Africa), **JIM DUNNE** (East Asia and Pacific), **ALEX MOORE** (Latin America), **LYNNDIA TIBBETTS** (Near East/Asia), **MARIA BARTON** (Europe) and **ANDY CORSUN** (Russia, Commonwealth of Independent States) ... Composite Threat List coordinator **RUSSELL ROSS** delivered a presentation on the international security climate in the next millennium, at a conference of the government/industrial security subcommittee of the American Society of Industrial Security, November 9 ... He made a presentation on Latin American crime trends to the Lee County sheriff's law enforcement conference in Fort Myers, Fla., November 12 ... He made a presentation on crime in Latin America and the Caribbean at the Southeast Overseas Security Advisory Council conference, in Fort Lauderdale, December 5.

Division chief **JACKIE JONES** gave a

presentation on trends in Latin American terrorism, at the Joint Military Intelligence College at Bolling Air Force Base, December 6 ... Analyst PEGGY BROWN gave a presentation on terrorism in Europe, to students at Wright-Patterson Air Force Base, Dayton, O., December 8. □

Countermeasures and Information Security

Office of Domestic Operations: The Facility Security Division sent a team of security technicians to the Miami Regional Center, to install the facility's intrusion-detection, card-access and closed-circuit TV systems, November 5-17. The team, led by security engineer DANNY WILFONG, consisted of GUY SERLE, JOHN DILUCCIA and RUSSELL SULLIVAN.

Office of Physical Security Programs: In the Protective Equipment and Logistics Division, CHRIS ANDREWS is the new chief of the defensive equipment and vehicles branch. GEORGE GRABOW is the new program manager for defensive equipment. RICHARD GOLDSBERRY is the new weapons program manager. DOUG GEORGIAN is the new chief of the security equipment and maintenance branch ... LYNN STRATTON and GERRY FIELDS received their 25-year service pins ... CARMEN HOLT, STU RETTIE and JOSE GRZECZKA received "Extra Mile" awards.

Office of Information Security Technology: MATT PERNICK, acting chief of the applications branch in the Information Security Programs Division, was a facilitator at the security educators seminar at Mount Weather, Va., October 23-27 ... He has been elected treasurer of the D.C. chapter of the Federal Bar Association ... RICK STRADFORD led a team consisting of CHRIS DEVAULT, ROBERT ROBINSON, TIM ROMUTIS and TRUNG VAN on a computer-security, communications-security and Tempest evaluation of the U.S. interests section in Havana, Cuba ... Regional security officer MICHAEL KELLY, security engineering officer MICHAEL CORBET, information management officer STEVE SHINNICK and JAIME ESQUIVEL provided assistance to the team. □

EAST ASIAN AND PACIFIC AFFAIRS

Office of the Assistant Secretary: Assistant Secretary WINSTON LORD, with special assistant LARRY DINGER, accompanied the Secretary of Defense to Japan and Korea, October 30-November 3, for security talks ... Mr. Lord and Asia/Pacific economic coordinator SANDY KRISTOFF, senior adviser PHILIP YUN, Mr. Dinger, staff assistant COURTNEY



MANILA, Philippines—Ambassador John D. Negroponete, left, presents "Foreign Service National of the Month" award to Cesar S. Buensuceso, personnel assistant for 23 agencies.

NEMROFF and Mr. Lord's secretary, MARY JO FUHRER (plus a number of desk officers) visited Osaka, Japan, November 15-20, for the Asia Pacific Economic Cooperation (Apec) ministerial and bilateral meetings ... In Tokyo on November 20, Mr. Lord joined with an assistant secretary of defense, JOSEPH NYE, and Japanese officials to inaugurate a committee to consult about U.S. bases in Okinawa.

SANDRA J. KRISTOFF, ambassador-designate for Apec, headed the U.S. delegation to its senior officials' meeting in Osaka, November 10-15 ... She then joined SECRETARY CHRISTOPHER for the Apec ministerials, November 16-18.

Office of Economic Policy: L. STUART ALLAN, director of economic policy; JOSEPH E. HAYES, his deputy; BRUCE PARSELL and NEIL EFIRD, economic officers; and HELEN LEE, Apec liaison officer, were on the U.S. delegation to the Apec informal officials' and ministerial meetings, November 12-18. □

ECONOMIC AND BUSINESS AFFAIRS

Assistant Secretary DANIEL K. TARULLO traveled to Madrid, December 1-3, for the signing of a major trade accord with the European Union. The agreement, signed by PRESIDENT CLINTON and European leaders, attempts to prevent trade disputes and promotes economic cooperation.

SHAUN DONNELLY, deputy assistant secretary for energy, sanctions and commodities, cochaired, with his U.S. Department of energy counterpart, DAVID JHIRAD, the U.S. side in the annual U.S.-Saudi bilateral energy consultations in Washington, November

29 ... GLEN RASE, director, Office of International Energy and Commodities, plus staff members STEVE GALLOGLY and VIRGINIA MURRAY, participated in the all-day session ... Mr. Donnelly and Mr. Rase participated in the Council on Foreign Relations energy security group meeting in Washington, November 30 ... On December 1 Mr. Donnelly and Ms. Murray, plus colleagues from the Near East bureau and the Commerce Department, met with leaders of U.S. business groups interested in the U.S. economic dialogue with Gulf Cooperation Council member states.

MARY JO WILLS, deputy chief, Textile Division, Office of Agriculture and Textile Trade Affairs, traveled to Geneva for the second round of consultations with Russian trade officials, on a textile-restraint agreement, November 30-December 1.

MARC WALL, chief, Developing-Countries Trade Division, joined the U.S. delegation in Osaka for the Asia Pacific Economic Cooperation forum's special senior officials meeting, November 13-14, and ministerial meeting, November 16-17.

JOEL SPIRO, special negotiator for transportation affairs, was in Bangkok, November 2-3, to lead informal talks on resuming civil aviation negotiations with Thailand ... He chaired civil-aviation cargo talks with Japan, in Washington, November 28-30 ... EDWARD O'DONNELL, director, Aviation Negotiations Office, traveled twice to New Delhi, where he chaired civil aviation negotiations with India, October 3-November 1 and November 29-December 1.

BRIAN FONTES, International Communications and Information Policy Office, chairman of the U.S. delegation to the World Radio Conference, and the U.S. delegation achieved their objectives of obtaining frequency-spectrum allocations for global satellite systems, the bureau reported. These allocations provide the basis for the introduction of satellite communications systems using state-of-the-art American technology. This industry, expected to generate approximately \$30 billion by the year 2000, is expected to provide many U.S. jobs in the development, construction, launching and operation of satellites.

VONYA B. McCANN, deputy assistant secretary for international communications and information policy, led separate U.S. interagency delegations in bilateral discussions with the French and Chinese ... She led an interagency delegation to the Intelsat assembly of parties, which took steps toward restructuring of the international satellite organization.

TIMOTHY C. FINTON addressed visiting members of the British parliamentary information technology committee, September 15, in Washington ... He participated in the eighth and ninth meetings of the World Trade Organization's negotiating group on basic telecommunications, along with related bilaterals, in Geneva, the weeks of September 18

and November 13, respectively.

LARRY BUTCHER, director, Office of Development Finance, cochaired the meeting of the Middle East/North Africa financing task force, in Cairo, November 21. The meeting completed negotiation of the articles of agreement for the Bank for Economic Cooperation and Development in the Middle East and North Africa. Prospective members agreed to allocation of 75% of the bank's capital, and to begin their ratification processes quickly, to enable the bank to open its doors in spring next year ... He participated in the Amman economic summit, October 29-31, which welcomed the creation of the bank and other regional economic institutions to support the peace process.

WESLEY SCHOLZ, director, Office of Investment Affairs, traveled to Paris, December 1-4, for negotiations on a multilateral agreement on investment in the Organization for Economic Cooperation and Development.

Deputy director THOMAS WHITE, same office, led a U.S. delegation to a November 29-30 meeting in San Jose, Costa Rica, of the investment working group under the Free Trade Agreement of the Americas initiative. □

EUROPEAN AND CANADIAN AFFAIRS

Office of Austria, Germany and Switzerland Affairs: High-level German visitors came through Washington in October and November (control officers are listed in parentheses), including the Christian Democratic Union/Christian Social Union caucus chairman, WOLFGANG SCHAEUBLE (MARK SCHELAND); its deputy caucus chairman, RUDOLF SEITERS (CLARK PRICE); and Green party leader JOSCHKA FISCHER (GREG GARDNER) ... Director DONALD KURSCH visited Berlin, Dresden and Bonn, October 14-17, to participate in German-American defense consultations ... The U.S. ambassador to Austria, SWANEE HUNT, accompanied Austrian President THOMAS KLESTIL (HENRY KELLEY) in his meeting with PRESIDENT CLINTON at the White House, October 19 ... Ms. Hunt returned to Washington, November 11, to participate in a ceremony which Austrian Chancellor FRANZ

VRANITZKY (FELIX HERNANDEZ) was awarded the J. William Fulbright Prize for International Understanding. The award ceremony was in the Dean Acheson Auditorium ... Swiss Foreign Minister FLAVIO COTTI (FELIX HERNANDEZ) met with SECRETARY CHRISTOPHER and Deputy Secretary STROBE TALBOTT in November, on the eve of the Swiss assuming the chairmanship of the Organization for Security and Cooperation in Europe ... JACQUELINE YOUNG attended the October 11-13 senior secretarial seminar offsite sponsored by National Foreign Affairs Training Center.

Office of the Executive Director: WARREN P. NIXON, executive director, with HOWARD C. WIENER III, deputy executive director, and NAIDA MOORE, budget officer, attended the memorandum-of-agreement budget conference sponsored by the new post support unit in Bonn, October 15-20 ... Mr. Nixon continued on to Brussels and The Hague for consultations, while Mr. Wiener went to Moscow, Minsk and Kiev for orientation ... JAMES B. LANE JR., deputy director, traveled to Langley and Wright-Patterson Air Force Bases in October to investigate possible sites for the Bosnian peace talks ... Ambassadors



VIENNA, Austria—At award ceremony, from left: Horst Kainz, Walter Nussböck, Stephen Kaminski, Fe Bonganay, Karl Winkler, Johann Altmann, John L. Iv Ballif,

Alexandra Jeffcoat, Timothy M. Savage, Russell G. LeClair, Alexander Slabihoud, Ambassador Swanee Hunt, Erich Fuchs, Michael A. Sulak, Walter Lobarzewski, JoAnn M.

Jenkins, Karl Jelinek, Josef Mrazek, Josef Talir, Wendy Grossman, Rudolf Weiss, Elisabeth Szlanich.



REYKJAVIK, Iceland—Information programs officer Len Kraske is presented Meritorious Honor Award by Ambassador Parker W. Borg.

who held consultations with Mr. Nixon included those to Estonia, Spain, the Netherlands, Russia and Romania ... SANDRA CRUMPTON and PATRICIA HAYES traveled to Dublin, and DEBORAH RODRIGUEZ to Madrid, to provide logistical support for the President's trip to Spain, the United Kingdom and Ireland ... JEFF OLESEN, post management officer, visited Germany, Switzerland, Austria, Turkey, Greece and Cyprus, October 12-26 ... TOM GALLO, post management officer for Russia, made his familiarization visit to post the end of September. He visited Embassy Moscow and the three consulates: St. Petersburg, Vladivostok and Yekaterinburg ... The following staff members contributed administrative support to the U.S. proximity talks at Wright-Patterson Air Force Base in November: STEVE DODSON, JIM LANE, ELIZABETH MILLER, ANGELA MUENZER and PAUL YESKOO. They joined representatives from State and other agencies in the initiative which led to the November 21 accord ... ELIZABETH COBB, post management officer, visited Helsinki, Vilnius, Riga and Tallinn, for consultations from September 16-26 ... Ambassadors EDWARD ELSON (Copenhagen) and LAWRENCE TAYLOR (Tallinn) were in the Department for consultations in October.

Office of Western European Affairs: Director JOHN H. LEWIS traveled to Valletta in Malta, and Rome, Milan and Naples in Italy, for consultations, October 16-20 ... The officer-in-charge for France, KEVIN WHITAKER, attended a conference at Nato in Brussels, Belgium, September 28-29, then proceeded to Paris and Marseille, France, for consultations, October 2-6 ... France desk officer STEVEN KOUTSIS traveled to Dayton, October 30-November 3, to provide support to the French delegation to the Bosnia peace talks

at Wright-Patterson ... On October 24 Vatican/Malta desk officer KATHERINE INGMANSON was seconded temporarily to the Office of South/Central Europe to backstop the Bosnia peace talks.

Office of Southern European Affairs: Adana consul general ELIZABETH SHELTON briefed a combined meeting of the American-Turkish Council and the Assembly of Turkish-American Associations, in Washington, October 2, about her activities to sponsor business opportunities for U.S. firms in Turkey's southeastern provinces. She led Turkish businessmen and local leaders on a weeklong trip to see U.S. manufacturers ... She addressed a seminar in Long Beach, Calif., sponsored by the Assembly of Turkish-American Associations, on the Southeast Anatolia project, Turkey's ambitious irrigation and dam-building in southeastern Turkey ... LAIRD TREIBER also briefed the October 2 meeting on the role of the Department in promoting business opportunities.

Office of Regional Political and Security Issues: Colonel JEFF DONALD attended the High-Level Group/Senior Defense Group on Proliferation meetings at Nato headquarters in Brussels, November 7-8, as the Department representative ... The office in November was preparing for the meetings in Brussels with the defense ministers on November 29 and foreign ministers on December 5 ... The Office of Security and Strategic Affairs was responsible for working with the committee of national armaments directors, the senior logistician conference, the joint Nato communications and information systems committee/trilateral service group meetings for Nato communications, the Nato air defense committee and the senior defense group on proliferation, as well as the senior political group on proliferation, in preparations for these ministerials ... The office was involved in Nato's preparation for its role in the implementation of the Bosnia peace agreement.

Office of United Kingdom, Benelux and Ireland Affairs: The ambassador to the Netherlands, K. TERRY DORNBUSH, returned to Washington for QUEEN BEATRIX's visit and meeting with the President, November 8, and for consultations. □

FOREIGN MISSIONS OFFICE

HARRY W. PORTER III, former deputy director, was honored by friends and colleagues in the Treaty Room, on his departure from the office, November 16 ... A November headquarters consultation visit was held in Washington, attended by the office's regional directors: SANDRA CECCHINI (New York), DENISE DUCOLON (Chicago), PIERRE FOURNIER

(San Francisco) and BRENDAN HANNIFFY (Los Angeles).

CLAY HAYS traveled to Atlanta with representatives of the Bureau of Diplomatic Security and the Office of Protocol to train the security coordinators for the Atlanta committee for the Olympic games, and 130 law enforcement officers, November 14-15 ... Other classes conducted by Mr. Hays included in-service training for experienced officers at the Southern Maryland Criminal Justice Academy at Faulkner, October 17, November 3 and November 16; training at the Crater Criminal Justice Academy, Petersburg, Va., November 1; training at the Virginia State Police Academy, Richmond, October 16; in-service training for federal officers at the National Institutes of Health, October 18; and two classes at the Defense Protective Service, October 27 ... He participated in the security awareness educators' seminar sponsored by the Federal Emergency Management Authority at its Mount Weather facility, Berryville, Va., October 22-26. He gave a presentation on the office's programs and its interface with law enforcement/security agencies. MURRAY SMITH of the New York office conducted similar training classes for police officers and in-service personnel at the Westchester County Police Academy, Valhalla, N.Y., October 27.

The office welcomed STEPHANIE BROWN to the tax and customs programs ... Persons receiving training included CARLOS CASTILLO and KATHY NAGLE, files management and retirement, November 21. □

FOREIGN SERVICE INSTITUTE

TERESITA C. SCHAFFER has assumed the directorship of the Foreign Service Institute at the National Foreign Affairs Training Center, replacing LAWRENCE P. TAYLOR, now ambassador in Tallinn, Estonia. Her priorities are focusing management and leadership training on the needs of a changing and downsizing Department and making language training more cost-effective.

There are also new deans in the Schools of Area Studies, Language Studies and Professional Studies, and in the Senior Seminar.

HARRY GILMORE arrives at Area Studies after having served as the first U.S. ambassador to Armenia. His previous assignments have included minister and deputy commandant in Berlin, director of the Office of Central European Affairs, deputy chief of mission in Belgrade and postings to Ankara, Budapest, Moscow and Munich. He has served as deputy commandant for international affairs of the U.S. Army War College.

Coming off her assignment as deputy chief of mission in Tunis, CAROL K. (KAY) STOCKER heads the School of Language Studies, after having overseen the operation of

its Arabic-language field school. An economist by background, she has served as, first, deputy director, then director, of the Office of Monetary Affairs, and had assignments at the U.S. mission to the Organization for Economic Cooperation and Development in Paris; in Brussels; in the Bureau of European Affairs; and in the Bureau of Economics and Business Affairs.

BARBARA K. BODINE, a member of the 37th Senior Seminar last year, will oversee management and delivery of training in the School of Professional Studies as its new dean. She served for three years in the Office of the Coordinator for Counterterrorism, as both associate coordinator for operations and as acting coordinator, and was last overseas as deputy chief of mission in Kuwait from 1989 through its temporary closing in 1990. Her career has focused primarily on Arabian Gulf and political-military affairs, with assignments as the deputy director of the Office of Arabian Peninsula Affairs, deputy chief of mission in Baghdad and country officer for the Yemans and political military officer for the Arabian Peninsula.

ROBERT PRINGLE heads the Senior Seminar, the yearlong course for senior foreign policy and national security executives, after directing the Department's Office of Ecology. Prior to that, he was director of the Office of Central African Affairs and ambassador to Mali, 1987-90. His overseas assignments include two tours as deputy chief of mission in Burkina Faso and Papua New Guinea, with additional postings in Indonesia and the Philippines. He is the author of a book on U.S. policy in Southeast Asia, "Indonesia and the Philippines: American Interests in Island Southeast Asia."

Overseas Briefing Center: SHERI MESTAN BOCHANTIN facilitated a transition workshop for Foreign Service teens, with co-trainers LIBBY PARKER and KATHY RUMRILL, at the annual "Getaway Weekend" ... December's special Saturday course was "Dealing With Long-Distance Relationships," for couples and families who cope with separate maintenance assignments and temporary-duty absences. □

INSPECTOR GENERAL'S OFFICE

On November 29 inspector general JACQUELYN WILLIAMS-BRIDGERS, executive assistant LINDA TOPPING, acting deputy inspector general JOHN PAYNE and the assistant inspector general for inspections, RICHARD MELTON, met with the new Swiss inspector general, KURT WYSS, and his deputy, CHRISTIAN MUHLETHALER, as



INSPECTOR GENERAL'S OFFICE— The assistant inspector general for investigations, Robert Terjesen (left), presents marksmanship award to special agent John Redmond, Office of Investigations. (Photo by Dave Smith)

well as with the deputy chief of mission for the embassy of Switzerland, JEAN-CLAUDE JOSEPH. Having served as the ambassador of Switzerland in Singapore and in Damascus, Mr. Wyss was given the task of setting up a diplomatic inspectorate in the federal department for foreign affairs. Ms. Williams-Bridgers and her staff met with the new Swiss inspector general to discuss issues pertaining to the establishment and operation of an office of inspector general. This meeting is part of the inspector general's outreach program, intended to expand the range of contacts and dialogue with colleagues, customers, Congress and the public.

The office held its annual executive staff conference, November 30-December 1, in Baltimore. EDWARD GEIBEL, from the Foreign Service Institute's School of Professional Studies, served as facilitator. Issues discussed included the inspector general's strategic plan, the budget outlook, streamlining of internal operations and effective working relationships.

On November 1 KENNIS COMER, Office of Audits, and TIM ROYSTER, Office of Investigations, received an Award for Public Service from the Department of Justice: "In recognition of meritorious service and acts that have materially contributed to the attainment of the highest standards of cooperative law

enforcement and justice in the United States of America."

WILLIAM N. CRANE, special operations director, Office of Investigations, attended the annual conference on high-technology crime investigation, in Austin, Tex., the week of November 6. He is a charter member of the Mid-Atlantic chapter of the association. The 1995 conference featured discussions on Internet crime, with presentations by the Federal Bureau of Investigation, the Dutch national police and the Dallas police high-technology crime task force ... In August, special agent JOHN REDMOND achieved a perfect score of 300 in the quarterly firearms qualification; he was presented a marksmanship award by ROBERT TERJESEN, assistant inspector general for investigations. □

INTELLIGENCE AND RESEARCH

Front Office: Assistant Secretary TOBY T. GATI, accompanied by a delegation from Germany, attended an intelligence-community offsite at the National Reconnaissance Office, November 6, hosted by the director of central intelligence, JOHN DEUTCH ... On November 8 Ms. Gati and deputy assistant secretary THOMAS FINGAR held discussions with two Canadian officials—ANTHONY E. H. CAMPBELL, executive director, Intelligence Assessment Secretariat, and PETER ANDERSON, senior political assessments adviser ... Later

the same day she addressed the Operations Center on "The Transformation of the Former Soviet Union," on its annual Professional Development Day ... On November 16 she held meetings with the director and head of the assessment department of the German Bundesnachrichtendienst, JOHANN DREHER, who was accompanied by HEINRICH ROSENLEHNER and MANFRED BLESS of the German embassy.

External Research Staff: Working with other bureau offices, the staff sponsored a conference on the future of global relations, November 7-8; a workshop on democratization in Russia, Ukraine, Belarus and Moldova, November 16-17; a seminar on Egypt's structural reform process, November 21; and a workshop on democratization in the Transcaucasus and central Asia, November 30-December 1. □

INTER-AMERICAN AFFAIRS

Office of the Assistant Secretary: Deputy assistant secretary EDWARD A. CASEY JR. traveled to Montevideo, November 4-7, for embassy and government consultations. He went on to Santiago, Chile, November 8-11, to attend the Organization of American States meeting there.

Office of Brazilian and Southern Cone Affairs: Director DONALD J. PLANTY received visiting Argentine and Chilean parliamentarians, November 8 and 27, respectively.

The Argentine deputies were in Washington for meetings with congressional and executive branch officials ... Deputy director JIM SWIGERT briefed a visiting delegation from the Brazilian War College, November 3.

Office of Caribbean Affairs: On October 30 Dominican Republic desk officer DANIEL SANTOS spoke at the Graduate School of Diplomacy of Catholic University, on the Department's role in the implementation of U.S. foreign policy. A 40-member delegation was led by Dominican Ambassador-at-large MANUEL MORALES LAMA. The briefing was part of the special tour of the Department arranged by the Office of Caribbean Affairs ... Assistant Secretary ALEXANDER WATSON, deputy assistant secretary ANNE PATTERSON and Bahamas desk officer DENNIS IMWOLD attended the farewell reception of the outgoing Bahamian ambassador, TIM DONALDSON, October 27.

Office of the Permanent Mission to the Organization of American States: Ambassador HARRIET C. BABBITT traveled to Montevideo, November 6-7, for a seminar on combating corruption, then participated in the November 8-9 Santiago conference on confidence and security-building measures. She was accompanied by mission advisers PETER QUILTER (in Montevideo) and WILLIAM M. MILLAN (in Santiago) ... Deputy permanent representative PHILIP B. TAYLOR was accorded the personal rank of ambassador, as principal delegate to the Inter-American Councils for Education, Science and Culture and Economic and Social Affairs.

Office of Policy, Planning, Coordination and Press: Deputy director ROBERTA JAC-

OBSON traveled to Argentina, November 5-8, for civil-military consultations, including a visit to the Argentine military peacekeeping institute, and went on to Chile to participate on the U.S. delegation to the Organization of American States confidence and security-building mechanisms conference, November 8-10 ... RAY WALSER served as cochairman of the Latin American Roundtable at the U.S. Military Academy's 47th student conference on U.S. affairs, November 8-11 ... Labor adviser



SAN SALVADOR, El Salvador—Cliford Smith of the defense attache office, shown with daughter Melissa, is first-place winner at the embassy chili cookoff.



SANTIAGO, Chile—At safe-driving award ceremony, from left: Eduardo Troncoso, Raúl Higuera, Isidro Jara, Guillermo Urzúa, Francisco González, Luis Fuenzalida,

Anselmo González, Mauricio Cortés, Ambassador Gabriel Guerra-Mondragón, Rodolfo Bobadilla, René Ibáñez, Juan Pablo Jorquera, Pedro Alvarez, José Núñez, Ismael Osorio,

Juan Aranzas, Sergio Pinto, Héctor Escobar, Víctor Neira, Carlos Ramírez, J. Carlos Troncoso, Fernando Salcedo, Eduardo Simpson.



PARAMARIBO, Suriname—Executive secretary Maria del Rosario Beck receives Meritorious Honor Award and cash award from Ambassador Roger R. Gamble.

OLLIE ANDERSON spoke to students and faculty at Southern University A&M College, in Baton Rouge, November 27, on "U.S. Leadership in the Global Community." □

INTERNATIONAL NARCOTICS AND LAW ENFORCEMENT AFFAIRS

Front Office: Assistant Secretary ROBERT S. GELBARD traveled to Paris, Budapest, Warsaw, Vienna and Moscow, to outline the President's initiative on counter-crime and drug control and to assess U.S. assistance to countries in support of those issues, November 4-15. He was accompanied by Office of International Criminal Justice director FREDERICK MECKE and Office of Transnational Issues program officer KATHLEEN PALA.

Principal deputy assistant secretary JANE BECKER attended the Summit of the Americas conference on money-laundering, in Buenos Aires, December 1-2. She was accompanied by Office of International Criminal Justice deputy

director. R. ROSS RODGERS, senior adviser RAYBURN HESSE and financial crimes enforcement network liaison officer MARIAM MOSES ... In preparation for that conference, Ms. Becker headed the U.S. delegation to the final planning session attended by the summit countries at the Inter-American Development Bank, November 20-21 ... On November 22 she represented the United States at an Organization of American States Inter-American Drug Abuse Control Commission meeting, to finalize plans for negotiations on the "Counter-narcotics Strategy for the 21st Century," a Summit of the Americas initiative.

Deputy assistant secretary JONATHAN WINER spoke at a seminar sponsored by Meridian International, on transnational organized crime, November 14 ... On November 26-29 he attended the second meeting of the senior experts group on international organized crime, in Ottawa, Canada. He was accompanied by the senior adviser for the Office of International Criminal Justice, ROBERT SIMS, and senior adviser JAMES PULEO and representatives from the Office of the Legal Adviser and the Departments of Justice and Treasury.

Office of Policy Planning and Coordination: Public affairs officer SUSAN SNYDER spoke to the Jamestown Senior High School class in Jamestown, Pa., on Colombia and narcotics trafficking, November 22.

Office of Program Management: Program officer JOEL DANIES gave an address at Georgetown University, November 27, on narcotics issues in foreign policy.

Office of Transnational Issues: Director DONALD KEYSER and the chief of global support, EVANGELINE MONROE, attended the Dublin Group meeting in Brussels, November 14-17. The meeting was designed to strengthen the group as a multilateral forum for coordinating counter-narcotics assistance ... Program officer KATHLEEN PALA attended the meeting of the major donors to the U.N. Drug Control Program, in Vienna, November 9-11 ... SHARON JAHN attended the U.S. Department of Agriculture's New Leader Program meeting in Baltimore, November 12-17, on learning team management skills.

Office of International Criminal Justice: Director FREDERICK MECKE traveled to Panama City, Panama, to attend a seminar on migrant trafficking in Central America, October 18-21 ... Senior adviser RAYBURN HESSE traveled to Paris to attend the financial action task force meeting, November 26-28 ... Senior adviser Puleo traveled to Geneva to participate in the intergovernmental committee meeting on alien smuggling and the return of failed asylum-seekers, October 17-21 ... Diplomatic Security liaison officer TIMOTHY BURCHFIELD traveled to Chisinau, Moldova; Sofia, Bulgaria; Tirana, Albania; and Vienna, Austria, to consult with embassy and government officials on law and democracy programs and the International Law Enforcement Acad-

emy, November 1-9 ... He traveled to Budapest to attend the graduation of the third group of 30 mid-level police managers, at the International Law Enforcement Academy, and to participate in the academy's international curriculum committee meeting, November 28-December 1. □

People: Arrival: Program Operations and Analysis Division secretary VALERIE TALBERT ... **Departure:** Office of Transnational Issues fall intern JOHN PEARSON. □

INTERNATIONAL ORGANIZATION AFFAIRS

Front Office: On November 14 deputy assistant secretary HAROLD S. FLEMING spoke at a luncheon meeting of the Philadelphia World Affairs Council, on the future of the United Nations.

People: DAVID W. BOYLE transferred from Equatorial Guinea to the Office of Policy, Public and Congressional Affairs; REGENIA L. JONES from the Office of International Development Assistance to the Bureau of Inter-American Affairs; REGINA RHEA from the Office of the Assistant Secretary to the Legal Adviser's Office.

Office of Peacekeeping and Humanitarian Operations: Director MICHAEL ARIETTI participated in a panel discussion on diplomatic initiatives in peacekeeping, at George Mason University, November 29 ... Deputy director ANN KORKY traveled to Israel, Jordan and Syria on a joint inspection of peacekeeping operations—the U.N. disengagement observer force (Golan Heights) and the U.N. troop supervision organization (Middle East)—with members of the Department of Defense peacekeeping office, November 28-December 5 ... She conducted a joint seminar with Commander SUSAN MAYBAUM-WISNIESKIEW of National Defense University, on U.S. involvement in peacekeeping operations ... ANNIE PFORZHEIMER was a participant in the conflict-management training seminar, "Managing Contemporary Conflict in Complex Emergencies," sponsored by the U.S. Institute of Peace and the U.S. Army Peacekeeping Institute, at Charlottesville, Va., November 30-December 5.

Office of Policy, Public and Congressional Affairs: LARRY W. ROEDER JR. spent November in Sudan and Kenya as a representative of the U.N. Department of Humanitarian Affairs, Geneva. Most of the time he was in camps near Khartoum and along the Zaire-Uganda border. His mission was to convince representatives of the government and rebel, humanitarian-relief and U.N. organizations to participate in a U.N. information-management network known as Relief.Web ... TERESA

WOOD was awarded a certificate for completing the six-month "New Leader Program," November 16.

Office of Economic and Social Affairs: JOHN McGUINNESS participated in a lecture on global issues at Ramapo College, Mahwah, N.J., November 29 ... MARGARET POLLOCK participated in U.N. General Assembly meetings regarding the triennial policy review of operational activities for development, in New York, November 6-9 ... PIPER CAMPBELL participated in U.N. meetings on human rights issues, in New York, November 29 to December 1 ... SHARON KOTOK addressed students from Denver, regarding the Fourth World Conference on Women, November 9 ... On November 27 she addressed the Clearinghouse on Women, regarding the follow-up to the Fourth World Conference on Women.

Office of International Development Assistance: Director RALPH BRESLER attended the U.N. General Assembly Second Committee meeting on the U.N. Commission on Human Settlements (Habitat), in New York, November 14-15 ... PETER HUMPHREY, World Food Program desk officer, attended the 40th session of the Committee on Food Aid Policies and Program, in Rome, November 13-17.

Office of Technical Specialized Agencies: Director STEVE BLODGETT traveled to Vienna, December 4-8, as the alternate head of the U.S. delegation to the biennial general conference of the U.N. Industrial Development Organization ... NEIL A. BOYER, deputy director for health and transportation programs, served as a member of the U.S. delegation to the subcommittee on planning and programming of the Pan-American Health Organization, in Washington, November 29-December 1 ... BETSY L. ANDERSON, deputy director for industrial and communications programs, served as a member of the delegation to the governing body of the International Labor Organization, in Geneva, November 6-10 ... BERNICE A. POWELL, program officer, served as head of delegation to the 18th extraordinary session of the International Maritime Organization, in London November 10 ... She served as alternate head of the delegation to the International Maritime Organization's 19th assembly, in London, November 13-24 ... TRACY C. BROWN, program officer, served as a member of the U.S. delegation to the International Atomic Energy Agency's technical assistance and cooperation committee meeting, in Vienna, November 27-December 1. □

Defense, participated in oral argument in the International Court of Justice, The Hague, on two cases requesting advisory opinions on the legality of nuclear weapons. Other members of the U.S. delegation included JOHN R. CROOK, assistant legal adviser for U.N. affairs, and JACK CHOROWSKY, special assistant. Mr. Harper and Mr. Crook also attended a meeting of the Permanent Court of Arbitration ... Mr. Matheson, accompanied by STEVEN A. SOLOMON, attorney-adviser, Office of Politico-Military Affairs, consulted with government officials in Moscow on international landmines controls ... GEORGE TAFT, attorney-adviser, Office of African Affairs, traveled to Addis Ababa, Johannesburg, Lagos and London for issues including participating in an assessment of security at the Lagos international airport as it may be affected by corruption ... HALLEY D. COLLUMS, attorney-adviser, Office of Inter-American Affairs, traveled to New York for talks with Cuban officials on the implementation of the September 1994 migration agreement.

ROBIN J. FRANK, attorney-adviser, Office of Economic Business and Communications Affairs, was the legal adviser to the U.S. delegation to the International Telegraph Union world radiocommunications conference in Geneva ... KEITH LOKEN, attorney-adviser, same office, traveled to Seoul for the second round of extradition negotiations ... TIMOTHY E. RAMISH, assistant legal adviser for European and Canadian affairs, and ROBERT E. DALTON, assistant legal adviser for treaty affairs, were members of the U.S. delegation to the Bosnia settlement agreement in Dayton, O. ... KENNETH R. PROPP, attorney-adviser, Office of Law Enforcement and Intelligence, attended law-enforcement consultations with Government officials in Mexico City ... JOSEPH A. ROACH, attorney-adviser, Office of Oceans, International Environmental and Scientific Affairs, consulted with the Israeli legal adviser on law-of-the-sea issues while he was in London ... HAROLD S. BURMAN, attorney-adviser, Office of Private International Law, attended meetings in Philadelphia on cross-border insolvency issues as they affect North American free trade agreement states.

People: Joining the bureau was ALEX-ANDRA W. LEVINSON, attorney-adviser, Office of Oceans, International Environmental and Scientific Affairs ... NIGEL PURVIS, attorney-adviser, was reassigned to the Office of Human Rights and Refugees. □

LETREAU traveled to Saudi Arabia, Kuwait and Bahrain. He interrupted his itinerary to attend the funeral of the late Israeli prime minister, YITZHAK RABIN, and then traveled to Brussels and Rome for consultations with European allies ... On November 17 he spoke to faculty and students of Georgetown University's Center for Contemporary Arab Studies, on the Rabin assassination, U.S. policy on Iran, the Riyadh bombing, Algerian elections and the Amman economic summit ... He traveled to New York, November 27, to address the Foreign Policy Association, on U.S. policy in the Middle East.

Office of Egypt and North African Affairs: Forty-seven Egyptian junior diplomats from the Institute for Diplomatic Studies in Cairo met with representatives from the Office of Egyptian and North African Affairs, in the Department, November 8. The group, sponsored by Georgetown University's Institute for Diplomatic Studies, met with director RICHARD JACKSON, desk officers DAVID JENSEN, PAUL MALIK and DIANE KELLY, and with the deputy director of the Office of Peace Process and Regional Affairs, JAMES JEFFREY. Briefings were on U.S.-Egyptian relations, regional concerns, and the peace process ... On November 29, 14 international officers from the Industrial College of the Armed Forces visited the Department for briefings. The students were studying the Mediterranean littoral and were interested in Egypt and the Maghreb. Mr. Jackson addressed regional policy concerns and Morocco. Desk officer PETER VROOMAN, Ms. Kelly and Mr. Malik briefed the group on country-specific issues and political Islam.

Office of Israel and Arab-Israeli Affairs: On November 1 director RICHARD ROTH spoke on the interagency process, at the Washington Tradecraft course at the Foreign Service Institute ... On November 21 he met in Washington with MOSHE FUCHS, the Israeli ministry of foreign affairs' director for North America ... Mr. Roth was a member of the U.S. delegation to the November 30 meeting of the ad hoc liaison committee on aid to the Palestinians.

Office of the Peace Process and Regional Affairs: Director RICHARD LeBARON met with two groups in New York, November 9. He spoke on Middle East water issues to the American University in Cairo Forum, and addressed members of the Global Business Forum on the results of the Amman economic summit and other commercial topics ... Special assistant MARK J. HERZBERG attended an intersessional meeting of the Middle East peace process multilateral refugee working group, in Paris, November 3 ... Economic and commercial adviser VIRGINIA L. BENNETT joined Department of Commerce counselor JAN KALICKI for a commercial policy mission to Oman, Bahrain, Saudi Arabia, Kuwait, the United Arab Emirates and Qatar, November 1-9 ... Political officer MICHAEL RATNEY

LEGAL ADVISER'S OFFICE

CONRAD K. HARPER, the legal adviser, with MICHAEL J. MATHESON, principal deputy legal adviser, and JOHN McNEILL, senior deputy counsel for the Department of

NEAR EASTERN AFFAIRS

Office of the Assistant Secretary: At the conclusion of the Amman economic summit, Assistant Secretary ROBERT H. PEL-

accompanied Mr. Pelletreau to Brussels and Rome for Middle East consultations with the European Union, November 6-9. □

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

WILLIAM E. DILDAY, senior Pacific affairs officer, and WILLIAM J. QUIGLEY, U.S. Coast Guard liaison officer, both of the Office of Marine Conservation, represented the Department at a meeting of signatories to the central Bering Sea "Donut Hole" pollock fishery convention, October 29-November 3, in Seattle and Bellevue, Wash. Participating states, including China, Japan, Korea, Poland, and Russia, agreed to continue a voluntary suspension on fishing for pollock in the high-seas area of the central Bering Sea ... Mr. Dilday represented the United States at a preparatory session in Seattle, October 31, for the fourth Pacific Rim fisheries conference, to be convened next year in Japan ... Mr. Dilday, Mr. Quigley and SARAH FRANZIA, Pacific affairs officer, attended the third annual meeting of the North Pacific Anadromous Fish Commission, November 5-10, in Seattle.

On November 3 PRESIDENT CLINTON signed a law to reimburse American fishermen who paid a "transit fee" to Canada in June 1994. Diplomatic efforts to recover the fees from Canada continue. The Office of Marine Conservation, meanwhile, has publicized claim-filing information, contacted fishermen to help them meet the February 1 claim-filing deadline and is setting up a claim-processing mechanism.

DAVID A. COLSON, deputy assistant secretary for oceans, led bilateral discussions with Russian representatives on the U.S.-Russia maritime boundary agreement, November 6, in Seattle. He was assisted by Mr. Dilday and DAVID A. BALTON, Office of the Legal Adviser ... Mr. Dilday later briefed the U.S. Marine Fisheries Advisory Committee, on international fisheries issues, at its meeting, November 7-9, in Portland, Ore.

The deputy director of the Office of Marine Conservation, BRIAN HALLMAN, represented the Department at the November 13-18 Madrid meeting of the International Commission for the Conservation of Atlantic Tunas. It served notice on Belize, Honduras and Panama, three flag-of-convenience states, that they will face trade sanctions unless fishing vessels under their flag adhere to the conservation program for bluefin tuna within a year. The commission restored the U.S. industry's historic share of Atlantic swordfish.

On November 17 a bill was introduced in the Senate to amend the Marine Mammal Protection Act, to support the international dolphin-protection agreement and to open the U.S. market to countries participating in the agreement ... On November 30 Mr. Colson and Mr. Hallman participated in a Capitol Hill briefing which supported the bill, and fielded questions for nearly two hours. Staffers from over 40 senators' offices attended.

On October 9-13 ANDY REYNOLDS, Office of Environmental Policy, led a U.S. delegation to Tashkent, Uzbekistan, to a seminar sponsored by the Organization for Security and Cooperation in Europe, on "Rehabilitation of the Environment in the Central Asian Republics of the former Soviet Union." The seminar underlined the organization's expansion beyond its traditional human rights and security mandate into a new basket of economic and environmental issues. The bureau said the United States reinforced the linkage between environmental problems and security and strongly advocated regional cooperation to address long-term goals of sustainable development and watershed management in these countries, which are suffering severe environmental and public health consequences, including the continuing desiccation of the Aral Sea, as a result of 40 years of intensive irrigation programs (and cotton monoculture) under the Soviet regime.

CHARLOTTE ROE, multilateral affairs officer, Office of Environmental Policy, chaired a meeting, October 30, at the Laguna Atascosa Wildlife Refuge, in South Texas, to brief state and federal agencies on the status of the programmatic environmental impact study on international bridges, and to pool ideas on environmental design measures. Participants included the Fish and Wildlife Service, International Boundary and Water Commission, the Texas parks and wildlife unit, the Texas Department of Transportation and General Land Office, and the Army Corps of Engineers. Five other federal agencies cooperate in the study, which will assess the cumulative environmental impacts of international bridges permitted by the Department of State, and provide guidelines for evaluating border-crossing proposals.

STEPHANIE CASWELL, senior conservation officer, Office of Ecology and Terrestrial Conservation, served as the U.S. representative to the seventh meeting of the working group on criteria and indicators for the conservation and sustainable management of temperate and boreal forests, in Auckland, New Zealand, October 31-November 4 ... Ms. Caswell served as alternate U.S. representative to the 19th council session of the International Tropical Timber Organization, in Yokohama, Japan, November 8-18.

In separate meetings, MARK HAMBLEY and the director of the Office of Global Change, DANIEL REIFSNYDER, briefed 12 congressional staffers, 18 nongovernmental en-

vironment organizations and 30 industry representatives, November 28-29, on the outcome of the latest ad hoc group on the Berlin mandate (on climate change) meeting, in Geneva. Discussed were the possible impact on the U.S. economy and related trade implications, on business competitiveness and on the environment, among other issues.

The deputy assistant secretary for the environment, RAFE POMERANCE, led the U.S. delegation to the second conference of parties for the convention on biological diversity, in Jakarta, Indonesia, November 6-17 ... American Association for the Advancement of Science fellow JOHN MATUSZAK and the senior conservation officer and coordinator of the international coral reef initiative, PETER THOMAS, both from the Office of Ecology and Terrestrial Conservation, and VANESSA LAIRD, from the Office of the Legal Adviser, were also present for the Department. The Agency for International Development, Department of Agriculture, the Patent and Trade Office, National Oceanic and Atmospheric Administration and Food and Drug Administration were also represented. The delegation held the line on biosafety and intellectual-property rights, and made advances in promoting the U.S. position on marine and coastal biodiversity, conservation and coral reefs. The delegation later held debriefing sessions for U.S. agencies, industry and nongovernmental environment organizations.

On November 29 the deputy assistant secretary for science, technology and health, ANNE SOLOMON, and Office of National A.I.D.S. Policy director PATRICIA FLEMING co-chaired a meeting of the implementation group. Representatives from seven federal agencies reported on the status of project tasks under the international strategy ... Also on November 29, a memorandum of agreement to help effect payment of \$1.2 million to the U.S.-Polish Bilateral Science and Technology Joint Fund was signed. Ms. Solomon led an inter-agency delegation to Warsaw in October to discuss this funding, which, matched with Polish funds, will be used for 36 collaborative research projects on the environment, energy, agriculture and health.

The director of the Office of Cooperative Programs, RONALD D. LORTON, led an interagency delegation to, and cochaired, the executive secretaries meeting for U.S.-China cooperation, in Haikou, Hainan Province, China, November 5-8 ... He moderated a panel on security issues, at a workshop sponsored by the National Advisory Council on South Asian Affairs, in Washington, November 9.

In support of the President's trip to London, Belfast and Dublin, the Office of Cooperative Programs helped complete several agreements: an intellectual property rights annex between the United States and the United Kingdom; a technology cooperation agreement between the U.S. Department of Commerce and the industrial research and

technology unit of the Northern Ireland department of economic development; a joint statement on technology cooperation between the U.S. Department of Commerce and Ireland's ministry of commerce, science and technology; and a second statement on collaboration in marine research, sustainable development and coastal-zone management ... Also completed were negotiations and clearance for an umbrella science and technology agreement between the United States and South Africa, which was to be signed during the binational commission meeting in Pretoria last month. □

PERSONNEL

Family Liaison office

Director KENDALL MONTGOMERY and support services officer LINDA OLESEN met with former defense attaché spouses. The group discussed concerns of family members at overseas posts, and Ms. Olesen gave a briefing on evacuation support.

Education and youth officer SYDNEE TYSON coordinated a meeting of parents of children with special needs. Parents shared their experiences, identified topics of concern and discussed subject-matter experts who could speak at the special-needs program being planned for the spring. ANNE WEISS of the Employee Consultation Service and PAT KINNEY of the Office of Employee Relations'

BUREAU OF PERSONNEL—At award ceremony, left to right: *Ronald Williams, Donnie Poindexter, Katie Collins, Ryszard Olewnik, Yvonne Williams, Butch Page, acting director general Jennifer C. Ward, Rita Corcoran, Patricia Crum, Patricia Hoffer, Patricia Youmans, Jeanne Topka, Ernest Jefferson.*



work and family programs unit attended.

Publications coordinator KAREN HANSEN LUNDAHL sent the most recent FLO Focus, a professional journal for community liaison office coordinators, to all posts. This issue highlights program management ideas ... Ms. Montgomery addressed junior officers on preparing for an overseas assignment ... The staff debriefed community liaison office coordinators NELL BELL-McGAFFIE (Port-of-Spain) and CATHERINE GRANT-GOODMAN (St. Petersburg). □

POLITICAL- MILITARY AFFAIRS

Assistant Secretary THOMAS E. McNAMARA spoke to the Defense Trade Advisory Group at a September plenary meeting, on Government support for defense sales, emerging markets and the Coordinating Committee for Multilateral Export Control successor regime ... Principal deputy assistant secretary ERIC NEWSOM accompanied Under Secretary LYNN DAVIS to London, October 14-16, to meet with the Russian deputy foreign minister to discuss security and arms control issues ... The deputy assistant secretary for regional security, MICHAEL LEMMON, traveled to Bangkok, October 16-21, to discuss the Thai government's plans for purchasing an advance fighter aircraft and weapons systems through foreign military sales channels ... Mr. Lemmon participated in a Department town meeting on "U.S. Interests in a Secure and Safe World," November 1 ... He addressed the Atlantic Command security assistance conference in Norfolk, on security-assistance re-

source realities ... The deputy assistant secretary for nonproliferation, ROBERT EINHORN, led an interagency delegation to the missile technology control regime plenary session in Bonn, October 10-12.

Office of Chemical, Biological Weapons and Missile Nonproliferation: Director VANN VAN DIEPEN led a Government delegation to Kiev, October 4-5, to discuss missile issues, accompanied by action officer DEBORAH GLASSMAN ... He accompanied Mr. Einhorn to the missile technology control regime plenary session in Bonn, October 10-12 ... He led the U.S. delegation to the Australia Group meeting in Paris, October 16-19, accompanied by officer PATRICIA KIM-SCOTT ... Deputy director KEVIN MAHER chaired the technical experts meeting in Bonn, October 9-10 ... Major SUSAN COLLINS led a State/Defense delegation to South Korea for missile inspections, September 18-22, under a joint U.S.-South Korea understanding pertaining to missile-development activities ... Officer LAURA SEPUCHA traveled to Kiev, September 26-30, to attend an interagency non-proliferation and export control workshop ... Lieutenant Colonel DEBORAH KRICKORIAN participated in the first of a series of national trial visits to government and nongovernment biological facilities around the country, October 26-27 ... Interns KEVIN McGRATH and RYAN MAAS attended the National Foreign Affairs Training Center course on arms control in the post-cold war era.

Office of International Security and Peacekeeping Operations: The director, Colonel DAN LAYTON, participated in a demining and unexploded-ordnance assessment survey in Cambodia and Laos, August 16-September 1 ... The deputy director, Colonel FITZ CARTY, participated on a Joint Chiefs of Staff process action team reviewing the diplomatic overflight process ... Mr. Carty led an interagency training team to Budapest, Prague, Warsaw and Moscow, to conduct seminars for the embassies on crisis response, September 25-October 6th ... Deputy director LEWIS AMSELEM and ALLAN LANGLAND traveled to Norfolk, Va., September 13, for consultations with Atlantic Command staffers on Caribbean issues ... STEVE STEVENS traveled to New York, October 20-25, to coordinate the arrival and departure of over 80 aircraft of foreign heads of state attending the United Nations' 50th anniversary ... PAUL SCHULTZ participated in an A.I.D. demining-investigation mission to Angola, September 23-30 ... MARY ANN SINGLAUB joined the office as global demining officer, October 2 ... BAXTER HUNT joined the office at the end of September, taking over work on African and Asian peacekeeping issues ... Colonel LARRY MACHABEE attended the mine warfare conference at the Naval Surface Warfare Center, White Oak, Md., September 19-21.

Office of Nuclear Energy Affairs: Director RICHARD STRATFORD delivered the

keynote address on nuclear nonproliferation, at the plenary meeting of the Joint Standing Committee on Civil Nuclear Cooperation, in Taipei and Hualien, Taiwan, October 2-5. He was accompanied by deputy director ALEX BURKART, who presented a paper on developments in International Atomic Energy Agency safeguards ... Mr. Stratford led the U.S. delegation to meetings of the Zangger Committee and the nuclear suppliers working groups on conditions of supply and the dual-use regime, in Vienna, October 14-21. ROBIN DELABARRE accompanied Mr. Stratford to the meetings ... Deputy director ELEANOR BUSICK represented State at the international conference on reduced enrichment for research and test reactors, in Paris, September 18-22 ... From Paris, she traveled to London, September 19, for one day of meetings with representatives of the U.S. Department of Energy and the British Department of Trade and Industry, on U.S.-British cooperation on foreign research reactor spent-fuel disposition ... Mr. Burkart presented papers on International Atomic Energy Agency safeguards and the role of the nuclear control regime in nuclear cooperation, at a workshop in Taejon, South Korea, October 10-11 ... He participated in safeguards discussions in Buenos Aires, Argentina, and Rio de Janeiro, Brazil, October 17-26 ... BART SERAFINI traveled to Sandia and Los Alamos National Laboratories in New Mexico, October 10-13, to participate in the meeting of the subgroup for safeguards technical support, and to attend a meeting to review the program of technical assistance to international safeguards. Projects such as Chernobyl safeguards, the North Korean integrated monitoring system and remote monitoring in South Africa were reviewed ... LULA ELLIS attended the 17th annual national training conference and a correspondence drafting course at the National Foreign Affairs Training Center, September 18-22 ... EVELYN FRADES and PAUL M. SIMON participated in a nuclear nonproliferation seminar sponsored by Department of Energy, September 12-14 ... DOROTHY HOLDERFIELD attended the political-military affairs course at the National Foreign Affairs Training Center, August 21-23 ... She attended the "Arms Control in the Post-Cold War Era: Issues to Today and Tomorrow" course at the training center, October 23-27.

Office of Arms Transfer and Export Controls: Director HUGH G. HAMILTON led a U.S. delegation to Ankara and Istanbul, August 29-September 2, for export-control consultations with Turkish officials ... He led the U.S. delegation to the U.S.-Turkey nonproliferation export control forum for central Asian/Caucasus states, in Istanbul, November 6-9 ... He led the U.S. team in consultations with the Bulgarian government in Sofia, November 13-15, on arms transfer/export control. Action officer JOSEPH NOVAK accompanied him on both trips.

KATHLEEN HEFFRON accompanied Mr.

Lemmon to Bangkok, October 16-21, to discuss the Thai government's plans for purchasing an advanced fighter aircraft and weapons systems through foreign military sales channels ... JOSEPH NOVAK led a working-level U.S. team to Kiev, October 19-20, to discuss cooperative threat reduction export-control assistance issues ... TOM MAERTENS and STEVE GEIS participated in the U.S.-Russian industry government executive forum, in Boston and Washington, October 23-27. The forum included a briefing for a delegation of Russian business executives and government officials on the Department's industry outreach activities.

Technology Transfer Division chief STEVE GEIS addressed an American League for Exports and Security Assistance meeting in Washington, October 19, on progress towards a new multilateral regime covering exports of conventional arms and sensitive dual-use items ... He participated in a licensing/compliance seminar in South Carolina sponsored by Jefferson Waterman International, October 25.

Office of Regional Nonproliferation: Director JOSEPH M. DeTHOMAS led the U.S. delegation to the "Political 8" nonproliferation experts meeting in Vienna, November 26-29, and at nonproliferation bilaterals in Brussels, December 1 ... In November EVA GROENING, action officer, represented the bureau at the international conference on nuclear-smuggling forensic analysis, at Lawrence Livermore National Laboratory ... ANDREW CHURCH completed a two-month developmental assignment at the Office of Management and Budget.

Office of Strategic Policy and Negotiations: The strategic-arms reduction treaty and the joint compliance and inspection commission met, September 11-29, for its 11th scheduled session in Geneva, Switzerland. MARK RAMEE (deputy U.S. representative) and THOMAS McCUDDEN (adviser) represented the Department. The session was devoted to resolving the question of space-launch vehicle accountability under the arms reduction treaty—for which agreement was recorded in a formal "joint statement." The treaty representatives also discussed "baseline" inspection issues. In addition to those of the United States, representatives of Belarus, Kazakhstan, Russia and Ukraine participated in the discussions ... Mr. Ramee and Mr. McCudden attended the 12th scheduled session in Geneva, November 15.

Action officer STEVEN COSTNER served on the U.S. delegation to the initial review conference for the convention on conventional weapons, September 25-October 13, in Vienna ... On December 4 the antiballistic missile treaty's standing consultative commission convened its 49th session in Geneva. DAVID NICKELS is the State representative on the U.S. delegation. The primary task of this session was to elaborate formal agreement on the demarcation of theater-missile defense

systems from strategic antiballistic missile systems limited by the treaty. The session was scheduled to adjourn by December 20. □

POPULATION, REFUGEES AND MIGRATION

Assistant Secretary PHYLLIS E. OAKLEY addressed the World Affairs Council annual meeting in Washington ... She was guest speaker at a faculty luncheon at Webster University, and also at Care's 50th-anniversary reception in St. Louis ... She and BRUNSON MCKINLEY participated in a roundtable on global migration, population and the environment ... She hosted meetings with the U.N. high commissioner for refugees, SADAKO OGATA, on Rwanda and Bosnia humanitarian issues.

Senior deputy assistant secretary CHARLES SYKES led a delegation to Hanoi to hold talks with the Vietnamese government on the possibilities for a new bilateral refugee resettlement effort, to complement the scheduled end of the comprehensive plan of action for Indochinese refugees. The delegation, which included admissions director TERRY RUSCH, Bangkok regional refugee coordinator MARTHA SARDINAS, ALAN JURY, EUNICE REDDICK, ERIC SCHWARTZ and refugee resettlement director PHYLLIS COVEN, traveled to Bangkok ... Mr. Sykes and others in the bureau attended a presentation on reproductive health for refugees.

Deputy assistant secretary MARGUERITE R. HOUZE participated in a panel on "Our Crowded World: People vs. Borders," at the Meridian International Center in Washington ... Ms. Houze, accompanied by migration policy officer MICHAEL ZUMWINKLE, attended the International Organization for Migration executive committee/council meetings in Geneva ... Ms. Houze, DOUGLAS HUNTER, PAULA LYNCH, CAROLYN GORMAN, BETSY LIPPMAN and MARGARET McKELVEY participated in an inter-agency gaming exercise on a hypothetical humanitarian emergency in Zaire, at the National Defense University.

JUDY MAYOTTE, special adviser, addressed the American Academy of Nursing's annual meeting in Washington ... Mr. Hunter, director of the Policy Office, attended the preparatory meeting for the Red Cross conference and budget and finance meetings in Geneva ... ROBERT HOUSTON of the Policy Office attended the World Food Program meetings in Rome ... Central African refugee program officer BILL RADA, rover JIM KELLEY and Kampala-based regional refugee coordinator CAROL COLLOTON traveled through Zaire, Tanzania and Rwanda to assess the prospects for voluntary and orderly return

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of refugees.

MARY LANGE, refugee program officer for western/southern Africa, continued to serve in Abidjan as regional refugee coordinator, traveling to Sierra Leone, Guinea, Mali and Algeria (where she joined a convoy of Tuareg refugees returning to Mali) ... MICHAEL BAJEK, Addis Ababa-based regional refugee coordinator, visited remote Sudanese refugee camps in western Ethiopia ... PAULA REED LYNCH of the policy office attended the U.N. General Assembly Third Committee debate on refugees, in New York.

KATHY JOHNSON attended the International Organization for Migration seminar on trafficking in migrants, in Panama, and evaluated programs in Costa Rica, Argentina, Chile and Uruguay ... KELLY CLEMENTS, Geneva, participated in the Roosevelt distinguished lecture series on refugees in Chicago.

Visitors to the bureau included, Sadako Ogata; ANITA GRADIN, commissioner for Third Pillar affairs; and FRANCIS AMAR, delegate general for the Americas, International Committee on the Red Cross. □

PUBLIC AFFAIRS

Office of Press Relations: JOHN DINGER, formerly deputy director of the Japan desk, is now director of the Press Office, replacing DAVID JOHNSON, now special assistant to the President, deputy White House press secretary for foreign affairs and senior director of the press office at the National Security Council ... ALISON SHORTER-LAWRENCE, whose last assignment was in the political section in Tunis, has joined the office as a press officer ... NICOLE DEANER has resigned to pursue her career in dance as an instructor at the Swan Lake School of Dance, Fairfax, Va. ... GLORIA WALKER is now assigned to the Historian's Office ... Press officers JULIE RESIDE and SHARON BOWMAN, media coordinator GLADYS BOGGS and press assistant SANDY BROWN traveled to New York with SECRETARY CHRISTOPHER ... Ms. Boggs traveled to Dayton, O., to advance press operation for the Bosnia proximity peace talks.

Office of Public Communication: COLLEEN ELLIOTT began chairing the State-U.S.I.A. information dissemination task force, created after a review of both agencies' public affairs activities. The task force aims to ensure that State and U.S.I.A. are working effectively together ... She also chaired a Department working group that contributed to the Information Technology Team's report, "Accelerating Modernization at the Department of State," released last fall ... ANITA STOCKMAN and DEBORAH GUIDO-O'GRADY attended seminars in web-page development, and are testing an improvement in the Internet web page ... Ms. O'Grady is investigating approaches to

integrating the bureau's CD-ROM (U.S. Foreign Affairs on CD-ROM) and World Wide Web publishing ... Ms. Stockman, as chairwoman of the bureau's information technology working group, is coordinating development of an unclassified LAN for the bureau, to interact with the public. This is centrally funded as part of the Department's effort to improve its computer infrastructure.

DIANA WESTON is directing the bureau's review and program development teams under the guidance of spokesman NICK BURNS. The eight-person team, during Phase I, interviewed three-fourths of the bureau staff, focusing on internal issues, such as streamlining front office operations, placing greater authority and accountability in offices, improving internal communication, seeking ways to save money and building teams and training concepts.

As part of the bureau's public affairs outreach on the foreign affairs budget crisis, STEVE KANE prepared the original draft for the Q&A pamphlet, "The International Affairs Budget: A Sound Investment in Global Leadership," released in October ... JOANNA WEINZ has joined the office after leaving Embassy Sanaa, and is focusing on electronic dissemination systems, particularly CD-ROM and Internet ... She and Ms. O'Grady attended a Governmentwide CD-ROM conference in September. Along with Ms. Elliott and JANICE ADAMS, they attended the Federal Publishers Committee meeting on publishing on the World Wide Web ... MARILYN BREMNER has become series editor for the Background Notes.

Office of Public and Intergovernmental Liaison: MARY PENSABENE and EILEEN MCCORMICK PLACE coordinated an October 25 8th-floor reception at which PRESIDENT CLINTON was presented the Isaiah Award for Distinguished World Leadership by Israeli Prime Minister YITZHAK RABIN, before Mr. Rabin's death. Secretary Christopher introduced Mr. Rabin. The event was organized as part of the United Jewish Appeals's international leadership reunion.

The November 1 town meeting on foreign policy, the first major gathering of nongovernmental leaders hosted by the bureau in the Department since 1989, generated a larger-than-expected registration of nearly 600. It received extensive media coverage. Its theme, "American Interests in a Changing World," was designed to promote the Secretary's "America desk" concept, U.S. engagement in the world and the need for resources to pursue State's mandated missions. Deputy Secretary STROBE TALBOTT, Under Secretary TIMOTHY WIRTH and agency heads urged participants to work at grass-roots constituency-building on behalf of long-term U.S. interests, such as the efforts on Bosnia, trade and development and ratification of key treaties. Ms. Place served as conference manager.

The office initiated outreach to regional and national radio affiliates, October 31 and

November 1-3. The results were 21 interviews confirmed in all parts of the country with listening audiences. Mr. Talbott, Mr. Burns, deputy spokesman GLYN DAVIES, Policy Planning staff director JAMES STEINBERG and staff member LEE FEINSTEIN were among those participating ... Public Liaison's Bosnia outreach effort also included arranging Deputy Secretary Talbott's luncheon address to 125 members of the National Press Club, November 9.

MARY ANN DIXON was program manager for the foreign affairs agency employees' World War II Commemorative Committee event, marking the culmination of its yearlong schedule of activities. This was a "Salute to Veterans" program in the Dean Acheson Auditorium, November 9. Under Secretary PETER TARNOFF invited the audience (veterans and the foreign affairs officers alike) to consider what the World War II experience has meant for America's ability to preserve peace in the past 50 years and into the next century.

Office of the Historian: The office is speeding up publication of key portions of the official American foreign affairs record. An October 1991 law obliges the Department and the office to collect, declassify and publish an "accurate and complete" record no later than 30 years after events. The law further requires that publication occur in the Department of State's documentary publication, "Foreign Relations of the United States." Nine new Foreign Relations volumes were published last year. They document some of the most important and sensitive negotiations and diplomatic activities of the administrations of Presidents Eisenhower, Kennedy and Johnson. The most recent volume, released to the public at the end of November, presents previously highly-classified documents from the White House, State Department and other agencies, on efforts during the Kennedy years to deal with turmoil among the Arab states and their conflict with Israel.

State historians are researching in Government archives and preparing for publication of the official foreign affairs record of the Johnson administration. During November, DAVID PATTERSON, SUSAN HOLLY and DAVID GOLDMAN spent two weeks at the Lyndon B. Johnson Presidential Library in Austin, Tex., reviewing President Johnson's records and collecting documents for "Foreign Relations" volumes. DAVID HUMPHREY and JAMES MILLER had visited Austin earlier in October on a similar mission.

KENT SIEG, a Ph.D. graduate from the University of Colorado and an expert on American involvement in the civil war in Vietnam, joined the office during November; he will assist in preparation of the "Foreign Relations" volumes on Vietnam ... GLORIA WALKER, who has been secretary to the director of the Press Office, joined this office in October; she will be responsible for assisting the Historical Advisory Committee and senior

Foreign Service advisers assigned to the Historian's Office. □

SOUTH ASIAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary ROBIN L. RAPHEL visited Pakistan, Afghanistan, India, Russia and Germany, November 1-17 ... In Pakistan she met with Prime Minister BENAZIR BHUTTO, Foreign Minister SARDAR ASSEF AHMED ALI and other government officials, in Islamabad and Lahore ... In Afghanistan she met with Defense Minister AHMAD SHAH MASSOOD and other leaders ... She then traveled to New Delhi, Bombay, Cochin, Madras and Jamshedpur, and met with ministry of external affairs officials, chief ministers and other officials, as well as business groups ... In Moscow and Bonn she met with officials at the ministry of foreign affairs for bilaterals on South Asia, particularly Afghanistan ... On November 28 she attended dinners hosted by Indian Ambassador SIDDARTHA SHANKAR RAY in honor of the Coca Cola Corp., and Pakistani Ambassador MALEEHA LODHI'S dinner in honor of the departing Pakistani deputy chief of mission, KAMRAN NIAZ.

On November 9 principal deputy assistant secretary GIB LANPHER addressed a National Advisory Council on South Asia symposium and luncheon ... He testified before the House International Relations subcommittee on Asia and the Pacific, on events in Sri Lanka, November 14 ... Senior adviser STEPHEN A. RICKARD addressed the National Advisory Council on South Asian Affairs, on human rights and democracy in South Asia, November 9.

Office of India, Nepal, Sri Lanka, Bhutan and Maldives Affairs: Director STEVEN R. MANN traveled on consultations to New Delhi, Bombay, Calcutta, Madras, Kathmandu, Colombo and Dhaka, September 23-October 16 ... JOHN J. HARTLEY, deputy director, participated in a panel on economic issues, at a workshop sponsored by the National Advisory Council for South Asian Affairs, November 9. He spoke on the economic partnership between the United States and South Asian nations.

Office of Pakistan, Afghanistan and Bangladesh Affairs: Officers from this office participated in the first-ever seminar of the National Advisory Council on South Asian Affairs, bringing together Americans, with an interest in South Asia, to discuss issues ranging from regional security to economic development.

Office of Regional Affairs: Director MARK FITZPATRICK participated in a panel on South Asia regional security issues, during the workshop of the National Advisory Council on South Asian Affairs regarding human rights and democracy in South Asia, November 9. □

U.N. MISSION, NEW YORK

On December 8-9 Ambassador MADELEINE K. ALBRIGHT attended the London conference on the civilian implementation of the Bosnian peace accords initiated in Dayton, O. She was accompanied by senior adviser and spokesman JAMES P. RUBIN and senior adviser and counsel DAVID J. SCHEFFER.

On November 30 she hosted a dinner in the eighth-floor Jefferson Room in honor of Prime Minister HARIS SILADJIC of Bosnia-Herzegovina. Guests included deputy national security adviser SANDY BERGER, Assistant Secretaries RICHARD HOLBROOKE and WENDY SHERMAN, other State officials and leading members of Congress, including Senators DIANNE FEINSTEIN of California, MITCH McCONNELL of Kentucky, CARL LEVIN of Michigan and Representatives BILL RICHARDSON of New Mexico and STENY HOYER of Maryland. Other attendees included MORTON ABRAMOWITZ of the Carnegie

Endowment for International Peace, MICHAEL ARMACOST of the Brookings Institution and JAMES HOGE, editor of Foreign Affairs.

Ms. Albright accompanied PRESIDENT CLINTON to the November 6 funeral in Jerusalem of Israeli Prime Minister YITZHAK RABIN. On her return to New York, she briefed members of the Conference of Presidents of Major Jewish-American Organizations, November 14, on her visit and on the administration's positions on pending U.N. 50th General Assembly resolutions on the Middle East peace process.

Glamour magazine honored Ms. Albright as one of its 1995 "Women of the Year," in a ceremony at the New York Public Library, November 9. The evening before, she delivered the keynote address at the Care world leadership dinner in Chicago.

On November 19 the U.S. representative for special political affairs, KARL F. INDERFURTH, and the Argentine ambassador to the United Nations, EMILIO CARDENAS, witnessed repatriation by the International Committee of the Red Cross of 185 Moroccans from Western Sahara. ■



U.N. MISSION, N.Y.—Craig Kuehl receives Superior Honor Award from Ambassador Madeleine Albright for his efforts on human rights. He now works in Geneva.



9348

STATE MAGAZINE SURVEY JANUARY 1996

State Magazine is published by the Department of State to acquaint employees, at home and abroad, with developments that may affect operations or personnel. The magazine is intended to be informative, helpful, and interesting. In keeping with the spirit of "re-engineering," we are currently reviewing the content, format and distribution of the publication, and would very much like input from our readers. We hope you will take a few minutes to answer the following questions. The survey form, which may be copied, should be faxed to 703-812-2475, or returned to PER/ER/SMG, Department of State, SA-6, Room 433, Washington, D.C., 20522-0602. Thank you for your participation.

This form is machine readable. If possible, please use a fine-point, black felt tip pen to complete the form. Also, if possible, please do not fold the form.

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1. Please score each of the following sections of the magazine on a scale of 1 to 5, according to your view of its interest and usefulness, with 1 as the least and 5 as the most useful and interesting.

A. News Stories	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	L. Feature Stories	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
B. Life in the FS	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	M. Life Overseas	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
C. Civil Service Scene	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	N. Appointments	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
D. Photo Stories/Post of the Month	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	O. Medical Page	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
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G. Music at State	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	R. News Highlights	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
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K. Library Booklist	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	V. Other (please describe)	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5

2. How could *State Magazine* be changed to accomplish its purpose better?

3. (a) If news about personnel, training and appointments were offered through the electronic media, such as Internet or E-mail, do you have the equipment/facilities to access this information? Y N

(b) (If you answered "yes" to part A, please answer part B. Otherwise, please skip to Question 4.) If you had the equipment/facilities to access on-line information, would you use it to read personnel, training and appointments information, if that information were published in an on-line format? Y N

4. Please indicate your affiliation. (Please mark only one circle.):

- | | | |
|--|--|---|
| Civil Service Employee <input type="radio"/> | Foreign Service Employee <input type="radio"/> | Family Member <input type="radio"/> |
| Civil Service Retiree <input type="radio"/> | Foreign Service Retiree <input type="radio"/> | Other Agency Employee <input type="radio"/> |
| Other State Employee <input type="radio"/> | Other (specify) _____ <input type="radio"/> | |

5. Please indicate your current posting:

- Washington, D.C. Elsewhere in U.S. Overseas

O B I T U A R I E S

Alex C. Adrian, 78, a retired systems analyst at State died in Apopka, Fla., on April 11.



Mr. Adrian began his career in Government in 1954 as a cartographer for the Air Force.

After becoming an intelligence specialist there, he was a digital computer systems analyst at the Defense Intelligence Agency, 1965-68. In the latter year he came to State, where he held a similar position before retiring in 1974. Mr. Adrian was born in Mountain View, Ark., on February 1, 1917. He served in the Army Air Corps during World War II. He earned a bachelor's from Wilson Teachers College and taught the second and third grades in Washington before beginning his career in Government. After State, he volunteered as an Eagle Scout counselor and exhibited his pottery in Florida. His survivors include his wife, Marie, of Apopka, a daughter and a son. □

James R. Falzone, 67, a retired Foreign Service officer, died in South Yarmouth, Mass., on November 3.

Mr. Falzone joined the Service in 1952 and went to Lisbon as an accounting clerk the following year. After a posting to Bangkok, he became accounts assistant in Paris in 1958. Next, he was disbursing officer in Khartoum, 1961-64. After serving as budget, fiscal and disbursing officer in Managua, he was appointed consular officer in San Salvador in 1966. The following year he became administrative officer in Recife.

After assignments in Washington and San Francisco, Mr. Falzone was posted to Kathmandu in 1974. He was administrative officer in Kabul, 1977, and Rabat, 1977-78. In the latter year he became counselor for administrative affairs in Buenos Aires. His final position, before retiring in 1988, was as administrative officer at the U.S. mission to Nato in Brussels, 1982-88.

Mr. Falzone was born in Waltham, Mass., on April 4, 1928. He received a bachelor's from Boston University. His survivors include his wife, Brigitte, of South Yarmouth, and two daughters. □

Elizabeth G. Gallagher, 82, a retired Foreign Service officer, died in Montoursville, Pa., last February 6, STATE has learned.

Ms. Gallagher began her career at State as an intelligence research specialist in 1953. Four years later she joined the Foreign Service and became economic officer and consul in Seoul. After an assignment as an international relations officer in Washington, she was posted to Seoul in 1964. She was assigned to the Bureau of East Asian and Pacific Affairs before retiring in 1969.

Ms. Gallagher was born in Jamison City, Pa., on January 21, 1912. She attended George Washington University and Sophia University in Tokyo. Before State, she was an economist at the Federal Security Agency and with the Army in Okinawa. Her survivors include a niece, Mary Anne Ronen, of Montoursville. □

Helga Hengstwerth, 66, a retired educational and cultural exchange officer at State, died of cancer in Edgewater, N.J., on October 22.



Ms. Hengstwerth began her career in the Department in 1954. After working as a secretary in the Bureau of Personnel, she joined the staff of the New York Reception Center in 1955. Her duties included organizing exchange programs for visiting scholars and dignitaries. She served as an officer there until 1978, when she transferred to the International Communications Agency before retiring in 1982.

Ms. Hengstwerth worked for the Army in Heidelberg before beginning her career at State. After State, she served as treasurer of the Edgewater Colony Corp. Her survivors include a brother, Emil, of Edgewater, a sister, Linda Schneider, of Woodlands, Tex., and two aunts. □

Ruth Carl Irminger, 72, wife of retired Foreign Service officer George R. Irminger, died of cancer in Boynton Beach, Fla., on June 25. She had accompanied her husband on postings to Singapore, Switzerland, Germany and Trinidad and Tobago. In addition to her

husband of 42 years, she leaves a daughter, two sons and three grandchildren. □

Glenda Lavelle Lancaster, 46, a secretary in the Bureau of Intelligence and Research, died of cancer in Washington on November 14.



Ms. Lancaster began her career at State in 1984. After working in the executive office of the Bureau of Political-Military Affairs, she joined the staff of the intelligence bureau in 1986. She held secretarial assignments in three offices there, including the bureau's executive office, where she was assigned at the time of her death.

Ms. Lancaster was born in Washington on May 16, 1949. She studied business administration at the University of the District of Columbia. A memorial service attended by her coworkers was held at Way of the Cross Church in Washington on November 20. Her survivors include her husband, Walter, of Washington, a daughter and a son. □

James C. McClure III, 55, a retired communications specialist, died of Lou Gehrig's disease at a hospital in Manassas, Va., on September 26.



Mr. McClure joined the Foreign Service in 1965. After an assignment in Washington, he went to Warsaw as a communications and records assistant in 1967. He was posted to Canberra, 1969-71, and Seoul, 1971-73. After a tour in London, he became support communications officer in Addis Ababa in 1976. He held a similar position in Mexico City, 1977-80. In the latter year he became a communications supervisor in Brussels. His final posting was to Sao Paulo, 1983-86. After an assignment in the Office of Information Management, he retired in 1990 but continued working as a contractor at State.

where he was a communications instructor at the Warrenton Training Center until last year.

Mr. McClure was born in Fayetteville, Pa., on October 2, 1939. He served in the Navy, 1957-63. He earned the Meritorious Service Award at State. His survivors include his wife, Beulah, of Chambersburg, Pa., two daughters, a son and three grandchildren. □

Sheldon B. Vance, 78, a retired Foreign Service officer who was ambassador to Chad and Zaire, died of a heart attack and pneumonia at Sibley Memorial Hospital in Washington on November 12.



Mr. Vance

Mr. Vance joined the Service in 1942 and was assigned to Rio de Janeiro. After serving as vice consul in Nice and Monaco, he became consul in Martinique in 1949. Next, he was desk officer for Belgium, 1951-54, then consul in Brussels, 1954-58. In the latter year, he returned to Washington as a branch chief in the Personnel Operations Division.

Mr. Vance was director of the Office of Central African Affairs, 1961-62. In 1962 he became consul and deputy chief of mission in Addis Ababa. He was a Foreign Service inspector, 1966-67. In 1967 he was appointed ambassador to Chad. He went to Kinshasa as chief of mission in 1969. He retired in 1977 after serving as coordinator for international narcotics matters and as executive director of the President's Commission on International Narcotics Control.

Mr. Vance was born in Crookston, Minn., on January 18, 1917. He earned a bachelor's from Carleton College and a law degree from Harvard. He held Carleton's Distinguished Achievement Award, and Zaire's Order of the Leopard. After State, he practiced international law in Washington and served as a director of the Sun Oil Co. and as chairman of the

Looking for a sure thing? Let the Payroll Savings Plan be your ace in the hole. There's never a gamble with U.S. savings bonds. Just a good deal for you and your country. □

Mayor's Advisory Commission on Drug Abuse. He leaves his wife of 55 years, Jean, of Chevy Chase, Md., two sons and two granddaughters. ■

Letters to the Editor

—(Continued from inside cover)

Crim: another tribute

CHEVY CHASE, MD.

DEAR EDITOR:

The death of Elsie May Crim (STATE, September/October) marks the passing of a dedicated Government employee distinguished by the personal care and attention she gave to assigning communicators overseas.

In 1951, long before the Foreign Service bidding process was instituted, members of the "code clerk" class in which I was trained rightly assumed that Miss Crim would singlehandedly match our strengths and weaknesses with the

appropriate communicator openings around the world. The fact that the Service was much smaller and more informal than it is today made it easier for her to keep abreast of the career progression and idiosyncracies of communicators within her purview. (An indication of the informality of that period: When the personnel officer handed me my plane tickets to pre-independence Libya, my first assignment, I asked where Tripoli was. Pointing to a world map, the personnel officer swept her hand from Cairo to Casablanca and replied: "It's there somewhere.")

In my few years under Miss Crim's tutelage, I could not have asked for Washington support more responsive than that which she invariably provided. I join with others of my generation who mourn the passing of a great supervisor and friend.

Sincerely,

JAMES R. WACHOB

Foreign Service officer (retired) ■



NAPLES, Fla.—At the Foreign Service Retirees Association of Florida regional luncheon, attended by 90 persons, from right: guest speaker **John Lawson**, who heads a county program for handicapped

and disadvantaged children; **Walter Orebaugh**, who fought with anti-Fascist forces in Italy during World War II; **Paul Byrnes**, association chairman.

LIBRARY BOOKS

Economics: recent books (Part II)

General and miscellaneous

- Ormerod, Paul. *The Death of Economics*. Faber & Faber, Winchester, MA, 1995. (on order)
- Tobin, James. *Essays in Economics*. Cambridge, MA, MIT Press, 1995. 760 p. (on order)

Economists: lives and thought

- Black, Stanley W. *A Levite Among the Priests: Edward M. Bernstein and the Origins of the Bretton Woods System*. Boulder, CO, Westview Press, 1991. 127 p. HB119.B47 B53
- Coase, Ronald Harry. *Essays on Economics and Economists*. Chicago, University of Chicago Press, 1994. 222 p. HB34.C54
- Kindleberger, Charles Poor. *The Life of an Economist: an Autobiography*. Cambridge, MA, B. Blackwell, 1991. 228 p. HB119.K56 A3
- Lamson, Peggy. *Speaking of Galbraith: a Personal Portrait*. New York, Ticknor & Fields, 1991. 236 p. HB119.G33 L36
- Malabre, Alfred L., Jr. *Lost Prophets: An Insider's History of the Modern Economists*. Boston, Harvard Business School Press, 1995. 272 p. (on order)
- Moggridge, Donald Edward. *Maynard Keynes: An Economist's Biography*. New York, Routledge, 1992. 941 p. HB103.K47 M563
- Swedberg, Richard. *Schumpeter, a Biography*. Princeton, N.J., Princeton University Press, 1991. 293 p. HB119.S35 S94

Environment and population

- Brown, Lester Russell. *Full House: Reassessing the Earth's Population Carrying Capacity*. New York, W.W. Norton & Co., 1994. 261 p. HB871.B765
- Dornbusch, Rudiger and Poterba, James M. (editors) *Global Warming: Economic Policy Responses*. Cambridge, MA, MIT Press, 1991. 389 p. HC79.A4 G56

International and developmental economics

- Arrow, Kenneth J.; Sen, Amartya; Suzumura, Kotaro. (editors) *Social Choice Re-Examined: Proceedings of the International Economic Association Conference*. New York, St. Martin's Press, 1995. (on order)

Bergsten, C. Fred. *Mismanaging the World Economy: the Demise of the G-7*. Washington, D.C., Institute for International Economics, 1995. 125 p. (on order)

Bhagwati, Jagdish N. *The World Trading System at Risk*. Princeton, N.J., Princeton University Press, 1991. 156 p. HF1711.B45

Boskin, Michael J., and McClure, Charles. (editors) *World Tax Reform*. San Francisco, ICS Press, 1990. 335 p. (on order)

Bourguignon, Francois, and Morrisson, Christian. *Adjustment and Equity in Developing Countries: A New Approach*. Paris, OECD Development Centre, 1992. 111 p. HC59.7.B676

Bretton Woods Commission. *Bretton Woods: Looking to the Future*. Washington, D.C., The Commission, 1994. 322 p. HG3881.B6744 1994

Eichengreen, Barry J. *International Monetary Arrangements for the 21st Century*. Washington, D.C., Brookings Institution, 1994. 171 p. HG3851.E33

Graham, Edward M. and Krugman, Paul R. *Foreign Direct Investment in the United States*. Third Edition. Washington, D.C., Institute for International Economics, 1995. 207 p. HG4910.G74 1995

James, Harvey S., Jr. and Weidenbaum, Murray. *When Businesses Cross International Borders: Strategic Alliances and their Alternatives*. Westport, CT, Praeger, 1993. 135 p. HD62.4.J33

Kirdar, Uner. (editor) *Change: Threat or Opportunity for Human Progress?* New York, United Nations, 1992. 5 v. REF HC59.C48

Krueger, Anne O. *Economic Policies at Cross-Purposes: The United States and Developing Countries*. Washington, D.C., Brookings Institution, 1993. 253 p. HF1456.5.D44 K78

Krueger, Anne O. and Ito, Takatoshi. (editors) *Trade and Protectionism*. Chicago, University of Chicago Press, 1993. 449 p. HF1600.5.Z4 U67

Krugman, Paul R. *Rethinking International Trade*. Cambridge, MA, MIT Press, 1990. 282 p. HF1379.K79

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Porter, Michael E. *The Competitive Advantage of Nations*. New York, Free Press, 1990. 855 p. HD3611.P654

Ohmae, Kenichi. *The Borderless World: Power and Strategy in the Interlinked Economy*. New York, HarperBusiness, 1990. 223 p. HF3828.D44 043

Scherer, F.M. *Competition Policies for an Integrated World Economy*. Washington, D.C., Brookings Institution, 1994. 133 p. HF1412.S3

Tyson, Laura D'Andrea. *Who's Bashing Whom?: Trade Conflicts in High-*

Technology Industries. Washington, D.C.: Institute for International Economics, 1992. 324 p. HC110.H53T94

Weintraub, Sidney. (With a foreword by Paul A. Volcker.) *NAFTA: What Comes Next?* Westport, CT, Praeger, 1994. 132 p. HF1746.W44

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Baumol, William J. *Macroeconomics: Principles and Policy*. Fort Worth, TX, Dryden Press, 1994. 536 p. (on order)

McKibbin, Warwick J. and Sachs, Jeffrey D. *Global Linkages: Macroeconomic Interdependence and Cooperation in the World Economy*. Washington, D.C., Brookings Institution, 1991. 277 p. HD87.M36

Sachs, Jeffrey and Larrain Bascunan, Felipe. *Macroeconomics in the Global Economy*. New York, Harvester Wheatsheaf, 1993. 778 p. HB172.5.S23

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Bhagwati, Jagdish N. *India in Transition: Freeing the Economy*. New York, Oxford University Press, 1993. 108 p. HC433.B47

Blanchard, Olivier Jean; Froot, Kenneth A.; and Sachs, Jeffrey D. (editors) *The Transition in Eastern Europe*. Chicago, University of Chicago Press, 1994. 2 v. HC244.T6989

Bookman, Milica Z. *Economic Decline and Nationalism in the Balkans*. New York, St. Martin's Press, 1994. 214 p. HC401.B66

Bosworth, Barry P.; Dornbusch, Rudiger; Laban, Raul. (editors) *The Chilean Economy: Policy Lessons and Challenges*. Washington, D.C., Brookings Institution, 1994. 441 p. HC192.C5195

Brimmer, Andrew F. *Economic Development: International and African Perspectives*. Washington, D.C., Associated Pubs., Inc., 1990. (on order)

Choudhury, Masudul Alam. *The Foundations of Islamic Political Economy*. Basingstoke, Macmillan, 1992. 336 p. HB126.4.C45

Fischer, Stanley. (editor) *Securing Peace in the Middle East: Project on Economic Transition*. Cambridge, MA, MIT Press, 1994. 166 p. HC415.25.Z7 W47915 ■

SUPERC RAT

by CHIP BECK

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THE WAR YEARS - 1944 "THE MEGA-BOOMERANG"

EARLY 1944 FINDS LIEUTENANT-COLONEL EGO (SUPERC RAT) DEEP IN CRATIC BASEMENT, DIRECTING AN ALLIED BUREAUCRATIC INTELLIGENCE TEAM. THE MISSION: TO EXPLOIT THE NAZI "AUTO-PEN" (DIE MEGA). THE OPERATION: CODENAME "MEGA-BOOMERANG."

AGENDA
① WIN THE WAR



LISTEN UP, WE'VE BUILT 13 COPIES OF HITLER'S AUTO-PEN. WE CAN NOW PRECISELY DUPLICATE DER FÜHRER'S SIGNATURE. 12 OF YOU WILL BE PARACHUTED OR INFILTRATED BEHIND ENEMY LINES.



I, MYSELF, WILL BE INSERTED INTO BERLIN.



GASP.

OUR OBJECTIVE WILL BE TO FOUL UP THE NAZI SUPPLY LINES... WHATEVER THEY ORDER, SEND THEM SOMETHING THEY DON'T NEED OR CAN'T USE, AND WHILE THE FRONT LINE TROOPS ARE SCREAMING FOR AMMO, DISTRACT THE SUPPLY CLERKS BY SENDING THEM COMBAT MEDALS...



HOLY COW! THAT'LL MAKE THE NAZI LOGISTICS ALL FOULED UP!! JUST LIKE... LIKE... ER...



...JUST LIKE OURS. FORTUNATELY, OUR GIs ARE USED TO SLOPPY SUPPORT AND CHAOS. THE NAZIS, HOWEVER, WILL GO ZONKERS.



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